



Training with a pathway to employment



Employment and Training Australia Limited

Annual Report 2020





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ET Australia aims to develop and provide products and services to enable individuals to achieve their full potential.



Our organisation exists to help people find and maintain employment.



The organisation collaborates across the community through active engagement with local businesses, local community organisations, schools, individuals and government to develop innovative place based approaches to improving employment opportunities, helping people find and maintain jobs.



ET Australia actively contributes to the social and economic growth of the NSW Central Coast region.

ET Australia is committed to maximising opportunities, innovations and alternatives.



We value commitment to the individual.



We identify and direct services and support to satisfying the needs of our customers.



Our Core Values are:

A commitment to quality and innovation

Respect for the individual

Response to individual needs

THE CHAIRMAN'S REPORT

Whilst the Company has traditionally reported on a financial year basis it was considered appropriate to move to the standard academic year and as part of this transition this year's report will cover the period 1 July 2019 to 31 December 2020. Thereafter we will report on a 1 January to 31 December basis and this has been approved by both the Australian Securities and Investments Commission (ASIC) and the Australian Charities and Not-for-Profits Commission (ACNC). At the same time it was also considered appropriate to move from an Incorporated Association to a Company Limited by Guarantee effective as at the 11th June 2020.

Without question the highlight of the year was the construction of our two new school campuses brought about by the decision of Central Coast Council to have us vacate the Parkside Building by December 2020. This presented the Company with a significant challenge in terms of identifying alternate premises and having them ready for the 2021 academic year.

This challenge dominated the time of our CEO but we were very fortunate to draw on the extensive experience of Director Tim Cornish within the building industry. Tim, in fact, became our voluntary client-side Project Manager and worked closely with our CEO throughout the year. We were also fortunate that our tenant gave notice to vacate our building at 125 Donnison St by July 2020 and this gave us the opportunity to extend and renovate the building to house our planned Years 11 and 12 school campus. Our Years 11 and 12 campus is now co-located at 125 Donnison St with ET Australia's adult training college. At the same time our CEO was able to negotiate with the owners of the Imperial Centre to lease out the area vacated by Aldi in which we could house our Years 7-10 school campus. As a matter of interest, this became the first school in Australia to be located within a major shopping complex.

Despite the very short time frame we were able to complete both projects in time for the opening of the 2021 school year and we now have two modern school campuses to meet our needs going forward. The total cost was \$3.5 million and we were most fortunate and grateful that Lucy Wicks, the Federal Member for Robertson, was able to obtain support from the Minister for Education to secure a \$1 million grant from the AIS Block Grant Authority.

As if this building program was not difficult enough our staff had to cope with the impact of COVID in terms of delivering our adult vocational training programs and school classes as normal and via on-line learning. We are indebted to the dedication and professionalism of our staff throughout this challenging period.

We finished 2020 with 172 school students and we look forward to welcoming our first Year 11 students in 2021 to be followed by Year 12 in 2022. A total school population of 250 Years 7 to 12 students is the notional maximum target set for ET Australia Secondary College to be achieved by 2022.

THE CHAIRMAN'S REPORT

Whilst somewhat overshadowed by our growing secondary college the training college has continued to provide excellent results and in 2020 added to its offered courses the new CHC33015 Certificate III in Individual Support (Disability).

I must also acknowledge the outstanding leadership of our CEO and the generous time and commitment given by our Board of Directors.

May I conclude by acknowledging the wonderful support and commitment of our entire staff and assure them that they are making a positive impact on all who enter our doors.

Graham McGuinness OAM
Chairman

THE CEO'S REPORT

ET Australia assisted in excess of 700 people during the reporting period.

The 2020 academic year was another successful year for ET Australia's delivery of services to the Central Coast community. ET Australia assisted in excess of 700 people in their quest for secondary education, vocational training and employment.

ET Australia Secondary College, funded as an independent high school, delivered a model of education for Years 7 to Year 10 students different to the norm.

ET Australia continued its range of services delivered by the Training College and it has delivered traineeship training and assessments in businesses all over the Central Coast.

Our success in placing people into employment and our high rate of customer satisfaction are testament to our record.

Tony Mylan
CEO

HIGHLIGHTS



ET Australia celebrated Dione Terrantory's 10 years' of continuous service. In the modern world of work, people are less often remaining employed at the same workplace, but at ET Australia we have very low staff turnover. We are a positive workplace where we celebrate and provide recognition when colleagues achieve milestones. Dione has been recognised for 10 years' of service plus for her dedication, professionalism, friendly nature and for the highly competent way she undertakes her role.

Congratulations Dione.

Trainer Dione Terrantory celebrates 10 years' of continuous service.

ET Australia moved out of the Parkside building after twenty years. ET Australia was a founding partner of the Parkside Multi-Service Youth Facility with Regional Youth Support Services (RYSS) twenty years ago. Since 2013, the Parkside building has been the home for ET Australia Secondary College. In 2021 ET Australia opened 2 new school campuses in the centre of Gosford – Years 7 to Year 10 in the Imperial Centre and Years 11 - 12 at 125 Donnison Street.



Parkside Multi-Service Youth Facilities tenants and ET Australia Secondary College students and staff mark their final day in the Parkside Building.

Training College

The total number of enrolments from 1 July 2019 to 31 December 2020 were 454.

ET Australia Training College graduate Jade (pictured left), pictured with her classroom based Trainer Dione.



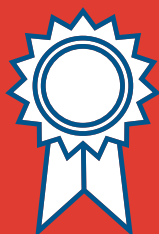
ET Australia Training College staff Dana and Toni at the Young Parents' Hub - Newcastle & Central Coast Open House.



ET Australia Training College students studying BSB30115 Certificate III in Business at the Young Parents Hub in Wyong.



In the Training College the majority of programs delivered were subsidised under the NSW Government's Smart and Skilled initiative. The subsidised training was available for both full and part qualification programs.



The total number of enrolments from 1 July 2019 to 31 December 2020 were 454.



Our main delivery sites for classroom based job seeker programs were ET Australia's Gosford campus and our campus at the Young Parent's Hub at Wyong.



All existing worker and traineeship programs were delivered on site in the workplace.

Our student demographic:



Our existing worker enrolments increased by 8%.



Our workplace trainee enrolments decreased by 18.5%.



Jobseeker enrolments represented 73.5% of our overall student numbers.

Job seeker outcomes are followed up 12 weeks post program completion. The following outcomes were achieved for the 182 job seekers we were able to contact who graduated from their training.

77%
Employed

9%
Further Study

1%
Family Duties /
Commitments

17%
Seeking Employment

2%
Unable to work for
medical reasons



ET Australia Training College Trainer Mary Seeto with CHC33015 Certificate III in Individual Support (Ageing) students.

Disability trainer Fi Anselmi presenting graduating student with her qualification.

Training with a pathway to employment



The Training College saw a steady increase of training in disability. We made the decision at the end of 2019 to provide training in this space, and the ongoing results have been very positive. The Training College worked with several local disability support employers to deliver 6 pre-traineeship programs. These pre-traineeship programs provided the employers with entry level trainees who came with foundation knowledge for work in the disability sector. The employers were able to offer traineeship employment to graduating students who displayed the skills and qualities they were looking for in new employees. Traineeship employment provided the students with the opportunity to continue with their studies to complete the CHC33015 Certificate III in Individual Support (Disability) via an on the job traineeship pathway.

These pre-traineeship programs in turn resulted in a growth of trainee numbers in this area, with Certificate III in Individual Support (Disability) trainees accounting for 39% of traineeship enrolments in the period.

RTO ID 90084

HIGHLIGHTS



Trainer Mary Seeto providing CHC33015 Certificate III in Individual Support (Ageing) students with hands on learning experiences.



Employment Programs in Aged Care continued to be in demand with local aged care organisations. The Training College delivered 3 Certificate III in Individual Support (Ageing) programs. The Training College worked with 2 separate aged care facilities for delivery of the 3 Employment Programs. The employment outcomes achieved from the programs that were completed during the reporting period are indicative of the success of the programs with 96% of graduates employed and 4% continuing their studies.

RTO ID 90084

HIGHLIGHTS



Scotty Eggleston enjoying his day at work in his new workplace.

HIGHLIGHTS

Congratulations to ET Australia Training College graduate Scotty Eggleston for not only completing the CHC33015 Certificate III in Individual Support (Ageing) qualification, but for gaining employment and making a successful career change. Upon graduating, Scotty was offered employment with a local aged care facility, and after only 12 shifts, he said he has never been happier. Scotty said that the residents “have cared for us all their lives now it’s my turn to care for them”.

Scotty’s journey was inspirational, as not only has he been able to make a positive change in the lives of others in the facility, but also in the direction of his own life through this training. Scotty was able to turn his life around and according to him, he now has meaning in his life.

ET Australia Secondary College

Our school model provides educational opportunities for students who thrive in a small school environment.



ET Australia Secondary College Year 8 Technology students script coding Playground Express microcontrollers using Microsoft Makecode.

After graduation ET Australia Secondary College (ETASC) students have five options :-

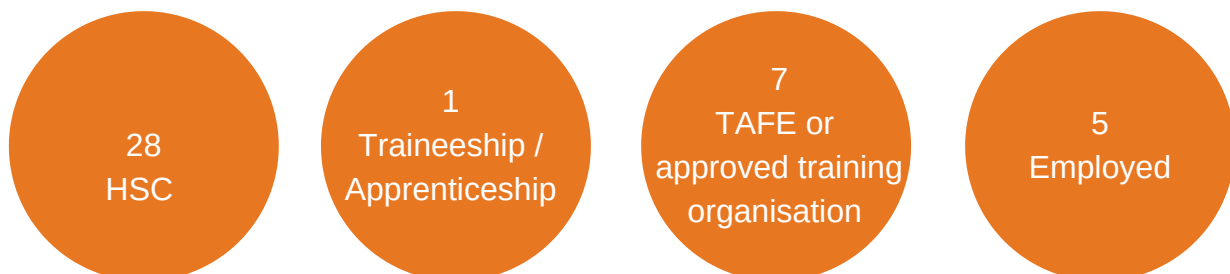
- Choose to complete Years 11 and 12
- Take up an Apprenticeship or Traineeship
- Enrol in a vocational qualification at TAFE NSW or another approved training organisation
- Undertake full time paid employment
- Participate in a combination of education, training and employment

In 2019, 36 out of the 37 students have progressed into one of the above options. Figures can be seen below:



There is 1 student ETASC have been unable to contact so we cannot record an outcome for this student. The above outcomes for students confirms 97.2% success rate for ETASC with their pathway plans.

In 2020, 41 out of the 43 students have progressed into one of the above options. Figures can be seen below:



There are 2 students ETASC have been unable to contact so we cannot record an outcome for these students. The above outcomes for students confirms 95.3% success rate for ETASC with their pathway plans.



ET Australia Secondary College Years 7 and 8 students enjoying a day at the beach while attending the Great Aussie Bush Camp in Tea Gardens.



Year 10 students attending their COVID safe graduation assembly 2020.

In 2020, 43 ET Australia Secondary College Year 10 students successfully achieved their Record of School Achievement (RoSA). 22 of those graduating students have decided to continue their secondary education at the college in 2021 to form part of ET Australia Secondary College's founding Year 11 class. Congratulations to all of our 2020 graduates and we wish those who have moved onto other study or employment opportunities the very best in the future!

HIGHLIGHTS

ETASC Year 9 Students attending the Year 10 COVID safe graduation assembly.

The COVID 19 pandemic presented the college community with a number of challenges in 2020. One of those was providing our Year 10 graduates the opportunity to celebrate achieving their RoSA and sharing the academic achievements of student in Years 7 to 9 with their parents/carers without breaching COVID 19 health regulations. As a result, ET Australia Secondary College held a Year 10 Graduation Assembly and our annual Celebration Assembly in the college hall while providing parents/carers the opportunity to view these events online. The Year 10 Graduation Assembly and Celebration Assembly provided the opportunity to present students with certificates and awards for their academic achievements in 2020, along with sharing the experiences of college life and completing activities like the Duke Of Edinburgh during a global pandemic. Congratulations to all award winners for 2020.



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EMPLOYMENT TRAINING & EDUCATION

Employment and Training Australia Limited
125 Donnison St Gosford NSW 2250
PO Box 1296 Gosford NSW 2250
ABN 60 459 500 248

T. (02) 4323 1233
E. email@etaustralia.com
W. www.etaustralia.com