

20 23 | ANNUAL REPORT



CCG
Community
College
Gippsland

A WORD FROM OUR CHAIR

2023 began with new capabilities and energy, invigorating the Board, staff, and students to set new strategic goals, embrace the opportunities, and apply our skills with the courage needed to meet the challenges that come with change.

Together, the Board and Executive have driven growth in our strategic appetite — delivering not just one but two strategic planning workshops. This culminated in a refreshed and renewed vision and purpose, a collaborative commitment to new strategic directions and aspirational KPIs.

Key milestones and achievements include:

- Growth to four campuses — welcoming staff and students in our new Dandenong campus.
- Growth in reach — achieving a record year of 199 ECG students, 6% above our target.
- Growth in VDSS/RTO — turning the trend, we have already received 190 expressions of interest for 2024, and increased participation to 18 external secondary colleges.
- Growth in scope — successfully transitioning to the new Victoria Pathways Certificate (VPC) and VCE Vocational Major (previously called VCAL); and receiving approval to extend ECG to include Years 9 & 10.
- Growth in facilities — building new modular classrooms ready to roll into Leongatha; winning a bid for a new facility in Pakenham, upgrading facilities at Warragul.
- Growth in systems capabilities — maturing our risk management framework and enabling risk monitoring and compliance through the CompliSpace system.
- Growth financially — 18 new donors and 25 sponsors for our Philanthropic fund; ending the year with a strong surplus (exceeding forecast by 360%), predicting a 25% increase in turnover for 2024.
- Growth in leadership — implementing a new organisational structure, transitioning senior leadership, and building our bench strength.

Our end of year celebration demonstrated the growth and challenges of the year past. Focussed on our student learners. It also reflected life for CCG/ECG overall. We heard their stories and saw their smiles and cheers demonstrating the impact of our purpose for our students, and how in partnership we positively change lives and enhance social inclusion through the transformative power of education.

The year has been fast paced with many hurdles overcome in the pursuit of building capabilities, new offerings, and facilities. Energy levels have been high and challenges have been many; always faced with professionalism, respect, and dedication to our purpose.

This year we farewelled two long serving board members. Serving for six years, and working through many health challenges, Howard Woodall provided valuable experience and business acumen, chaired the Audit and Finance Committee, and improved financial reporting. Serving nearly 22 years, Jenny Carmichael held past positions of Board Chair and Chair of the Audit and Finance Committee, she was generous with her expertise and networks and provided unique strategic insight. We also appointed new board members Benjamin Hollier and Anita Tan who will commence in 2024.

Although staying on the board, this is my fifth and last Chair's report as I hand over to a new chair in the new year. It has been a privilege to lead and serve CCG as your Chair throughout this dynamic and demanding period, particularly amidst the challenges posed by the pandemic, and to conclude with such inspiring achievements. The responsibilities have been made easier with the dedication and support of the Board and I particularly acknowledge Deputy Chairs Iain Luck for four of these years, and Joshua Chikuse this year.

I thank the Board members, our CEO, executive and staff who have worked tirelessly and with such commitment and passion this year. Your dedication to our students and perseverance through hardships is most appreciated and I congratulate you on your many achievements.

I commend the 2023 annual report to you and look forward to staying connected in 2024.



Marianne Shearer
Board Chair



A WORD FROM OUR CEO

2023 kicked off with the development of a new strategic plan, founded on the following 4 pillars:

- Our Approach — being flexible, inclusive, and innovative.
- Our People — being inspired, motivated, and valued.
- Our Organisation — being progressive, accountable, and sustainable.
- Our Future —to develop, enhance, and sustain.

Being in such a strong financial position then allowed us to invest heavily in additional resources and initiatives to bring the goals of the new plan to fruition and provide greater benefits to our students. This included:

- Providing additional wellbeing resources to give more support for students as well as an outreach program for disengaged learners.
- Engaging additional expertise to incorporate further innovation and excellence into teaching practices, curriculum, and learning resources.
- Introducing a healthy foods program in collaboration with external charities.
- Introducing a “Start Up” scholarship program to financially support students to overcome barriers to education.
- Commence work on building “sensory spaces” for students to aid their mental health and wellbeing.
- Revitalising the farm at the Warragul campus to bring back animals, further expanding and improving the learning environment.

2023 also saw Community College Gippsland achieve the following significant milestones as part of delivering on its refreshed strategy:

- Incorporating an additional campus in Dandenong.
- Securing a second premises in Pakenham that will come online in 2026.
- Adding years 9 and 10 onto our school’s registration.
- Undertaking a significant infrastructure redevelopment of our Leongatha campus.

Achieving the above enables us to further expand and fulfil our vision of positively changing lives and enhancing social inclusion through the transformative power of education.

I would like to take this opportunity to thank the passionate and dedicated team at CCG, along with the students, their families, community stakeholders, donors, and corporate sponsors — without which, none of this would have been possible.

Dale Gemmell
Chief Executive Officer

IMAGE: Marianne Shearer, Board Chair, Sharon Mumford, Aged Care Trainer on behalf of the Woorayl Lodge and Dale Gemmell, Chief Executive Officer

OUR VISION

Positively changing lives and enhancing social inclusion through the transformative power of education.

OUR PURPOSE

To provide quality, inclusive and innovative learning opportunities to realise individual potential and benefit the community.



LEARN DIFFERENTLY

In 2023, Community College Gippsland expanded its reach beyond the boundaries of Gippsland aiming to service Dandenong and surrounding areas to provide alternative education and training to wider groups of people. With our latest addition, the Dandenong campus we are now able to serve more people from the southeastern suburbs of Melbourne.

Our RTO, Learn Local and ECG Secondary College, create positive impacts for 100s of lives every year.

Whether it is secondary education, developing personal skills or acquiring a qualification, we support every learner to bring out the best in them. We help build their communication skills, social interactions, networks, and confidence.

Seeing them flourish through their education motivates us to keep going.

Our students come from all walks of life. Not everyone comes with a positive and seamless educational journey.

ECG Secondary College provides alternative education pathways to diverse groups of students who have disengaged from mainstream education for a number of reasons. These could include, mental health, learning difficulties and disinterest in mainstream schools.

As a registered Learn Local Provider funded by Adult, Community and Further Education (ACFE), we support a wide range of learners from all backgrounds and abilities to build foundation skills and improve core skills such as literacy, numeracy, English language and employability skills.

Our RTO prepares people to start their first job or change their career path through accredited training delivered in class and at workplaces. Our programs provide practical and hands-on training and experience in the areas of Business, Hair and Beauty, Community Services and Horticulture.

Irrespective of their objective and learning journey, CCG provides a sense of belonging for students who need more than just a place of learning.

We help them carve a pathway that aligns with their passions and ambitions to create a better future and build a lifelong career.

United we belong. Together we thrive.

The CCG community is open and welcoming to people of all backgrounds, abilities and identities. We believe that our diversity is what makes us strong and strive to create an environment where everyone is respected and understood.

At CCG we are committed to

- Creating a safe and discrimination-free environment
- Empowering our students by giving them a voice and agency
- Providing equal employment opportunities to all and encouraging the participation of underrepresented staff
- Celebrating the unique differences of our people and recognising their valuable contributions to our community.



OUR PERFORMANCE

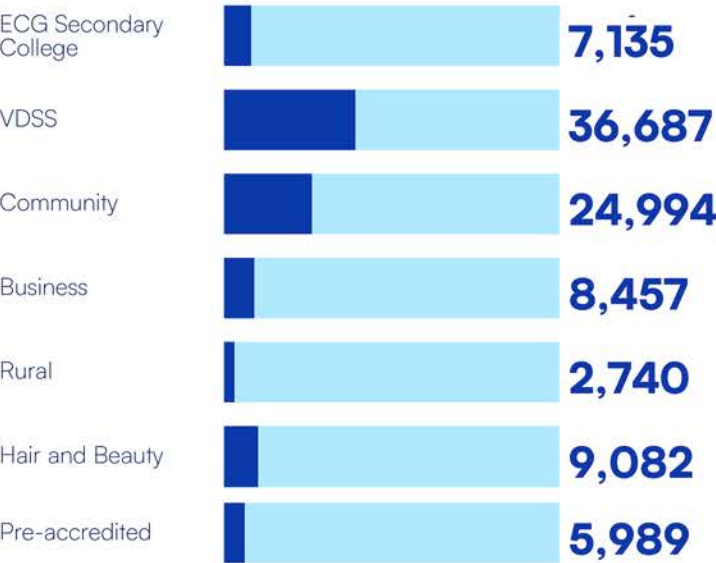
Student contact hours

In 2023, CCG delivered a total of 95,084 student contact hours.

5,989 were pre-accredited and 45,273 were accredited.

We also delivered 36,687 VDSS hours to 109 students from 13 schools.

The 7,135 hours at ECG Secondary College were to 139 students enrolled in our taster program.



Qualification by level

CCG awarded 130 nationally recognised qualifications and 197 statements of attainment for students who achieved passes in one or more units of study.

10 ECG Secondary College students were awarded a Victorian Pathways Certificate (VPC).

7 ECG Secondary College students were awarded a VCE Vocational Major (VM).



Qualification issued by department

The delivery of training and education within CCG is grouped into the following departments:

Business Services:

- Business (includes Administration)

Hair and Beauty:

- Hairdressing
- Barbering
- Beauty

Community Services:

- Individual Support
- Disability
- Early Childhood Education and Care
- School Based Education Support

Rural Studies:

- Horticulture



ECG Secondary College:

- Victorian Certificate of Applied Learning (VCAL) - Intermediate
- VCE Vocational Major
- Victorian Pathways Certificate

Short Courses:

- First Aid
- CPR
- Chemical User

VET Delivered to Secondary Schools (VDSS):

Vocational Education and Training delivered to students who are enrolled as part of their secondary schooling.

Trade Pathway Program (TPP):

Hands-on vocational training delivered to year 9 students from external schools. This includes a second program, the Special Trade Pathway Program (STPP), designed to engage students with a disability.

TPP:

- Term 1 — Community Care
- Term 2 — Hair and Beauty
- Term 3 and 4 — Work Rural

STPP:

- All terms — Work Rural

Pre-accredited:

Courses offered to people in preparation for their future enrolment in accredited training or employment. These courses were delivered to 92 students in 2023.

OUR PERFORMANCE

Summary of operating statistics in 2023.

Student impact

249

lives transformed
through alternative
secondary school

5,989

hours of training
delivered through
our Learn Local

333

lives equipped
through
vocational
education and
training

86.3%

of CCG students achieved their main reason
for training.

2023 Australian average: 77.0%

82.1%

of CCG graduates were employed after training.

2023 Australian average: 78.8%

88%

of CCG students were satisfied with their training.

2023 Australian average: 89%

87.7%

of CCG students would recommend us for training.

2023 Australian average: 84.6%

Data source: National Centre for Vocational Education
Research (NCVER) VET Student Outcomes 2023 report

94%

of ECG Secondary
College students
benefit from
educational
adjustments to
enable effective
learning

Data measure:
Nationally Consistent
Collection of Data on
School Students with
Disability (NCCD)

Social impact



9,190

hours of wellbeing
support and
counselling provided
to students



59%

women in leadership
positions within our
organisation

Staff satisfaction

The top five words our
staff use to describe our
culture in 2023:

Supportive

Inclusive

Flexible

Caring

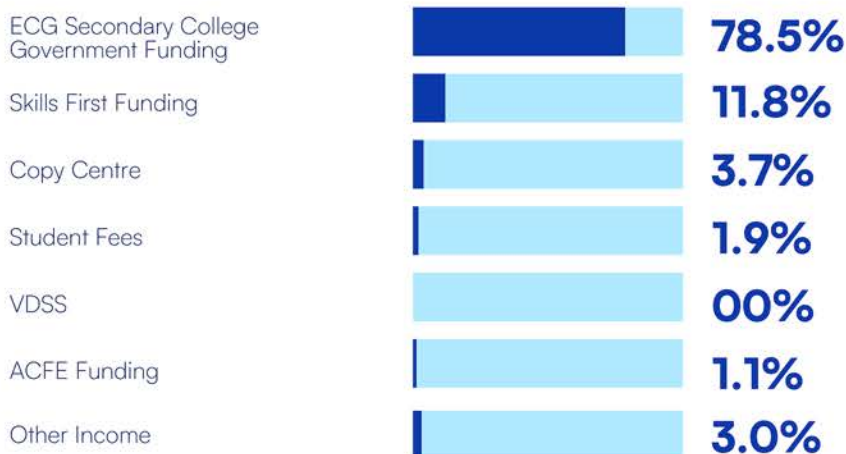
Friendly



OUR FINANCES

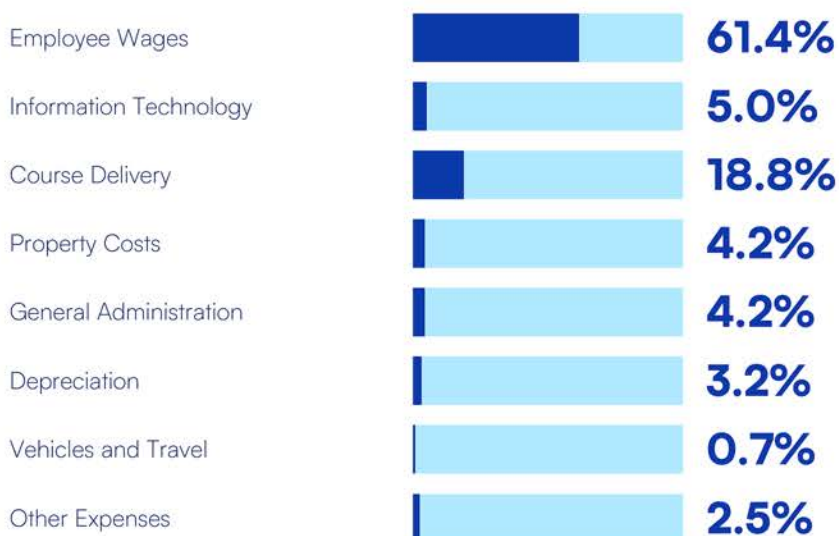
Income

CCG is funded through a diverse range of income streams, helping to ensure financial stability and sustainability.



Expenditure

As is the case with many service-driven organisations, our greatest resource and expenditure is our people. While this is a cost, we see it as an investment. Our people are our greatest asset. They are the product that we deliver to our students each and every day, in sharing their skills, knowledge, expertise and passion.





OUR PEOPLE

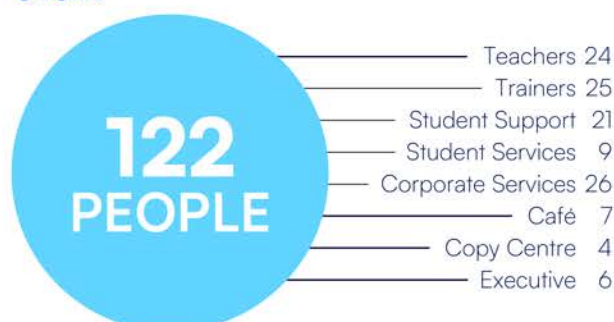
As an organisation that focuses on sharing skills, knowledge and experience, our people are our greatest asset. Without this critical expert resource, we could not achieve our mission or contribute to our community the way that we do.

Over the course of the 2023 teaching year, 122 staff were employed at CCG at various times in a range of roles across our four campuses. During this time, 23 staff moved on to new challenges and 28 new staff joined our team.

Providing additional support to our core staff are our volunteers, who dedicated their time and energy to supporting our students to succeed in the classroom.

In 2023, our 25 volunteers included 15 members of our Board and committees — 9 directors, 4 ex-officio and 2 cadet appointments. We also had 10 volunteers working in our facilities, assisting our students to thrive in the classroom. We thank them for their contributions of skills, knowledge and experience throughout the year.

Staff



Volunteers





Annual student awards

We have witnessed an evening of excitement and celebration of the success achieved by the students from ECG Secondary College Warragul, Leongatha, Pakenham and Dandenong campuses, students of RTO, Learn Local and Industry partners at the 2023 Award ceremony.

The awards recognised and commended individuals and organisations who have made significant improvements to themselves and contributions to the community. There were 12 donor award recipients across the 4 campuses, 3 RTO awards, 2 Learn Local Awards, the Industry Partner Award, and the prestigious Community Builder Award.

Our heartfelt gratitude goes to the 13 industry sponsors: Fonterra, Battery Zone Warragul, Baw Baw Latrobe LLEN, TAFE Gippsland, BD Legal, Commonwealth Bank Warragul and Leongatha, Gippsland Water, Maree McPherson, McFarlane Criminal Lawyers, Saputo, Skillinvest, South Gippsland Bass Coast LLEN and Warragul City Motors, our MC from 3GG, Andrew Deak, staff, students and their families for making this evening memorable.

This annual event was a testament to the power of collaboration between education and industry, fostering growth and community spirit. The following pages will unfold the stories of the outstanding awardees and the photos capturing the celebration.

Community College Gippsland

CLASSROOM STUDENT OF THE YEAR **EMILY MATTHEWS**

Certificate III in Early Childhood Education and Care

With a visual processing disorder and not having much support to study, Emily left school at Year 11 and enrolled in the CCG Learn Local Literacy for Life program at the Smith Street campus. This allowed her to join Certificate III in Early Childhood Education and Care. Initially a very shy, quiet and withdrawn person, Emily connected with the course content by reflecting on her personal experiences. Through her commitment and dedication to learning, Emily was successful in securing her work placement at the Little Saints in Drouin which led to full employment and becoming a valuable member of their staff at the end of her studies.

This award was sponsored by Fonterra.

TRAINEE/APPRENTICE OF THE YEAR **ASHLEIGH GRINGHUIS**

Certificate III Individual Support

As a school-based trainee from Leongatha Secondary College, Ashleigh entered into a Certificate III Individual Support program and demonstrated her understanding of person-centred individual support by undertaking a traineeship at Woorayl Lodge. Ashley took an interest in palliative care and grew in confidence to support patients living with dementia. Ashleigh demonstrated resilience and perseverance during the COVID shutdown period and supported Woorayl Lodge residents' life choices.

Ashleigh managed to complete her classes and secure an ongoing job placement with Woorayl Lodge. Ashleigh continued to pursue her studies by Enrolling in an undergraduate program at the Federation University.

This award was sponsored by Battery Zone Warragul.

VDSS STUDENT OF THE YEAR **MIA WADE**

Certificate II Workplace Skills

At the start of joining the class, Mia was shy and not keen to engage in a group setting. Mia has made consistent progress throughout the program engaging well with the class activities and with the trainer. Mia thrived in her learning even finishing the course two weeks early and having enough time to work on a business plan to one day run her own photography business.

This award was sponsored by Commonwealth Bank Warragul and Leongatha.

ECG Secondary College

OVERALL ACHIEVEMENT | WARRAGUL BREE ORCHARD

Bree displayed a constant source of positive and vibrant energy in the classroom, making a notable effort to maintain classroom attendance and consistency in her work throughout the year. With a clear vision of what to achieve in the future, Bree displayed a passion for working with animals and demonstrated persistence and determination to progress through her certificate achieving the first step towards securing employment.

Bree was self-motivated and took responsibility throughout her learning journey. Bree treated staff and peers with respect and kindness, forming positive connections. Working above and beyond to complete her class work and engaged in all opportunities provided by ECG.

This award was sponsored by Commonwealth Bank Warragul and Leongatha.

MOST IMPROVED | WARRAGUL MAX BRENNAN

Max joined ECG in term two. Despite being a new student, Max made significant academic progress in that short period of time. Max's dedication and enthusiasm for studies resulted in promoting Max from VPC to the VCE/VM program. Some of the work Max completed was at the level of Year 12 VCE, in particular subjects like Physics and ICT.

The fearlessness in facing challenging and complex problems and the willingness to engage in subjects that are new sets Max apart. Their performance throughout the year made Max realise that their dreams can extend far beyond manual labour developing an aspiration to join the professional IT workforce.

This award was sponsored by McFarlane Criminal Lawyers.

EXCELLENCE IN ATTENDANCE AND ENGAGEMENT | WARRAGUL CHLOE BROOKING

Chloe was an outstanding student who exhibited exceptional dedication towards her education. Her eagerness to learn was palpable, and she consistently impressed her teachers by consistently going above and beyond what was expected of her. Chloe had lofty goals for herself and was committed to achieving them.

Despite the challenges she faced, Chloe remained focused and determined to succeed. She consistently produced high-quality work and displayed a deep passion for learning, which was evident in her unwavering commitment to her studies. Her drive to stay on course, and her unwavering commitment to her education, was a true reflection of her goal to finish school successfully. Overall, Chloe was a model student who inspired her peers and teachers alike.

This award was sponsored by Warragul City Motors.





OVERALL ACHIEVEMENT | LEONGATHA JORJA BUTLER

Jorja began her journey at ECG in 2022, but she was not fully committed to focusing on her studies. Despite facing numerous personal challenges, Jorja remained steadfast in her determination to hold herself accountable for her actions. Jorja collaborated tirelessly with the wellbeing team to make significant progress in her emotional, physical and academic pursuits. Through her hard work, Jorja was able to successfully complete the intermediate VCAL certificate paving the way to land her dream job working in a Childcare Centre in 2024.

This award was sponsored by Maree McPherson.



MOST IMPROVED | LEONGATHA RAIZ THOMPSON

Raiz joined the ECG community in 2020, after moving away from city life to a quieter country life to recover from significant and traumatic challenges.

Raiz had great potential but was unaware of their talents. During the early years at ECG, Raiz began to shine stepping up to tackle the study expectations to their full potential. Raiz has entered the final year of 2024 with good results, which is a testament to their talents. As a young person who prefers to stay out of the spotlight, Raiz's achievements are admirable.

This award was sponsored by South Gippsland Bass Coast LLEN.



EXCELLENCE IN ATTENDANCE AND ENGAGEMENT | LEONGATHA BRAYDEN STEWART

Brayden's previous school experience was a struggle, but after moving the ECG he started to turn things around. In the beginning, Brayden had minimal interaction with staff or students, and his engagement in school learning activities was only moderate. As time passed, Brayden made drastic improvements, showing exceptional confidence and participation in all activities. This transformation made Brayden an excellent role model for other students. Brayden displayed remarkable determination to improve himself mentally and academically, which led him to complete all the community services units as a part of the Taster program, in addition to extra short courses, and he also completed all the VCE (VM) units.

This award was sponsored by Commonwealth Bank Warragul & Leongatha.

OVERALL ACHIEVEMENT | PAKENHAM

ALYSSA HEINJUS

Alyssa has been a dedicated and diligent student at our Pakenham campus for a period of three years now. Alyssa initially started the academic journey with ECG at the equivalent of Year 10 foundation VCAL level and has made immense progress since then, currently studying the VM units. During this period, Alyssa has shown remarkable growth and become an exceptional young student who has overcome numerous personal challenges related to health and learning. Despite the obstacles, Alyssa has continued to shine and has set a great example of her peers.

This award was sponsored by Fonterra.



MOST IMPROVED | PAKENHAM

TYRA-LEE ALLEN

When Tyra-Lee joined ECG, the workload and the tasks involved were daunting to her. Over a period of a year, Tyra-Lee overcame these challenges and began to demonstrate a remarkable improvement in her academic engagement, behaviour and overall approach to learning. Her hard work and dedication paid off as she consistently achieved high standards in every task, resulting in a significant improvement in her academic results. Throughout this journey, Tyra-Lee maintained a positive attitude and perseverance towards achieving her goals.

This award was sponsored by BD Legal.



EXCELLENCE IN ATTENDANCE AND ENGAGEMENT | PAKENHAM

ELEANOR MEAKIN

Eleanor's commitment to her education is truly exceptional. She has shown a remarkable dedication to attend school and actively participates in all school-related activities. In addition, Eleanor is currently undergoing VDSS, a school-based apprenticeship in warehousing. Her attendance in this program has been outstanding, showcasing her commendable ability to complete all of her work while succeeding through the individual learning plan to the highest standard.

This award was sponsored by Saputo Dairy.



OVERALL ACHIEVEMENT DANDENONG **DIAMON SOPHAPHONE**

Diamon has flourished since joining us and has been amazing to watch his progress. Initially, he was shy, quiet and reserved. He has become the most well-mannered, courteous and respectful student we've ever had. He displays excellent leadership qualities amongst his peers and is known as 'Diamon the Rough', with his determination, persistence and continuous striving for the best.

Always helping and caring towards other students and teachers, commitment and accountability for action at school and within the broader community. As a perfectionist, Diamon maintained an extremely high level of attendance and he has successfully completed the Certificate II in Automotive pre-apprenticeship course as his VET course.

This award was sponsored by Skillinvest.

MOST IMPROVED | DANDENONG **KHRYSTALL SMITH**

Throughout the academic journey, KhrySTALL has faced numerous significant challenges and obstacles. Despite these hurdles, KhrySTALL has demonstrated perseverance and dedication to successfully complete the senior secondary education. From the moment she enrolled in the Community VCAL program, KhrySTALL has committed herself to the best of her ability to complete the course work and grow as a person.

KhrySTALL completed the foundation and intermediate VCAL certificates, a VCE Vocational Major, a full certificate II in Community Services and the VET Taster program during her time with us. KhrySTALL has been a positive role model demonstrating a strong work ethic and displaying exemplary behaviour during community engagement activities and excursions. KhrySTALL hopes to work with young people and members of the community.

This award was sponsored by Fonterra.

EXCELLENCE IN ATTENDANCE AND ENGAGEMENT | DANDENONG **MALACHI LEIATAUA**

Despite the numerous setbacks and personal challenges over the past few years, Malachi has steadfast in his commitment to his education. He has consistently displayed excellent attendance and engagement throughout his VCE, VCAL and VET Taster programs always showing up on time and demonstrating genuine enthusiasm for learning. His punctuality, attendance and engagement has helped with pleasing results and significant personal growth.

Malachi's outstanding engagement extends beyond the classroom as well. He has actively contributed to the local community through his volunteering efforts at Park Glen Retirement Community in Keysborough and through the transit outreach program in Narre Warren. Additionally, Malachi tirelessly worked to create a physical education program for the Dandenong Primary School students, demonstrating his commitment to improving the lives of others.

This award was sponsored by Fonterra.

PRE-ACCREDITED **DEBBIE BLEEZE**

Up until now working with computers, writing, and spelling has not come easy to Debbie. After attending our weekly literacy classes, Debbie's confidence has grown in written language in turn has developed her spoken language ability. Debbie shares well through views and opinions well in class. This has helped Debbie to develop digital literacy which has previously been an obstacle to her employment.

This award was sponsored by Commonwealth Bank Warragul and Leongatha.

ALL ABILITIES **BRIDGET MCCARTHY**

Bridget is a remarkable individual with an insatiable thirst for knowledge. She arrives at class well-prepared and eager to learn, often showing up early to get ahead of the day. A great team player who is always willing to share her knowledge with others. Her desire to help others enriches their lives while enhancing her own learning journey.

Despite facing personal challenges, Bridget approaches each class with great enthusiasm and joyfulness. As an enthusiastic learner and a collaborative team member, Bridget underwent the volunteer process and now provides invaluable support to the music trainer.

This award was sponsored by Warragul City Motors.



OUR BOARD



Marianne Shearer

CHAIR

Marianne has worked as a Board director and senior executive for more than 25 years, supporting education and workforce development in acute and primary health. She is a Fellow of the Australian Institute of Company Directors. She has strong leadership and change management skills and designs health solutions through training and successful partnerships with communities and service providers. Marianne joined the Board as a voting director in 2016 and has been the Chair of the Board between 2019 to 2023.



Joshua Chikuse

DEPUTY CHAIR

Joshua has experience in strategic planning, change and project management, achieving sustainable and economic solutions for government and community. Joshua is a collaborative leader, passionate about diversity, inclusion and positive change. Joshua joined the Board as a voting director in 2021. Joshua was appointed Deputy Chair in 2023.



Jenny Carmichael

Jenny has been involved in the financial services industry for over 30 years. She specialises in Commercial and Rural Business in the Gippsland region. Jenny joined the Board as a voting director in 2001. Jenny was Chairperson from 2012- 2013 and joint Chair in 2014 with Des Williams. Jenny retired from the Board at the AGM in 2023.



Jemma Swan

Jemma is an economics and social policy specialist with experience in the private sector and Victorian Government. She is a Graduate of the Australian Institute of Company Directors. She grew up in both east and west Gippsland and has a strong interest in youth engagement. Jemma joined the Board as a voting director in 2017.



Howard Woodall

Howard has an extensive business background with more than 30 years of experience, working in small, medium and large organisations. Howard has strengths in transport, agriculture and management consulting, and a keen interest in providing opportunities for young people to succeed. Howard joined the Board as a voting director in 2017. Howard retired from the Board at the AGM in 2023.



Kirstin Fox

Kirstin has dedicated her career to the health sector, first joining the industry as a nurse and progressing to Residential Care Manager. Kirstin is passionate about creating community connections and is invested in providing students with real-world experience. Kirstin joined the Board as a voting director in 2018.



Iain Luck

Iain originally retired from the Victorian Department of Education in 2014, having served for almost 40 years in a wide range of teaching and leadership roles, including 13 years as a Principal Class Officer. He is now back teaching part-time and is also a Marriage Celebrant and conducts marriages throughout Australia. Iain joined the Board as a voting Director in 2016.



Michael Klein

Michael has experience in quality analysis, process improvement, team leadership and management, both in the health sector and the computer industry. Michael also has strengths in governance, compliance, risk management and reporting. Michael joined the Board as a voting director in 2022.



**Joel
Goodall**

Joel has extensive experience in local government leading teams across a broad range of functions for the community including infrastructure maintenance and capital works, project management, financial management, community consultation and development. Joel is an accredited coaching and leadership practitioner and is passionate about creating an environment that can support individuals in both personal and professional growth. Joel joined the Board in a casual voting position in 2022.



**Wendy
Cook**

Wendy is a senior finance professional with extensive experience across private industry, not-for-profit and government in both the 'strategic' and 'business as usual' aspects of finance. Wendy has also managed teams in facilities management, corporate administration and procurement. Wendy started a new chapter in her career in 2022 starting an ecommerce business with her daughter. Wendy joined the Board as a voting member in 2023 and also retired in 2023 to focus on her ecommerce business.



**Kate
Gaffney**
CADET OUTGOING

Kate has a lifelong interest in supporting education. Born and bred on a beef farm in West Gippsland, where she still runs a sustainable farm, Kate made her career as a university lecturer in criminology. She recently completed a Global Executive MBA from Monash University and has now commenced a new career in corporate advice and investment banking. Kate joined the CCG Board in a non-voting Cadet position in 2022 and completed the one-year term in 2023.



**Jessica
Ploeger**
CADET OUTGOING

Jessica's experience spans the public and private sector, from manufacturing and engineering to Government and small business. Jessica is now working within Emergency Services in State Government to provide leadership in strategic business planning, finance, governance, risk, continuous improvement and HR. Jessica joined the CCG Board in a non-voting Cadet position in 2022 and completed an extended 15 month term in 2023.



BOARD CADET PROGRAM

For the fifth consecutive year, CCG delivered the Cadet Director Observer Program, enabling two people to join a 12-month-long director development series. This innovative program introduces participants to key aspects of the organisation's Board through deep-dive sessions, monthly meetings and invitations to join specialist sub-committees.

"Here at CCG, we are all about building skills, knowledge and experience to help people and communities thrive — we wanted that to extend all the way to the Board," said Board Chair, Marianne Shearer. "The cadet program provides a rare opportunity for people to participate in a fully supported way."

2022-2023 cadet, Jessica Ploeger, said the program was a professional development opportunity like no other. "I had been searching for leadership development opportunities that would complement my current role and prepare me for the next stage in my career," Ms Ploeger said. "I wanted a hands-on learning experience and saw this opportunity which provided the ability to enter a board environment with my 'L' plates on."

"I have gained so much knowledge and experience over the 12 months that would be difficult to match in any leadership course or seminar available today," she said. "It's truly been a wonderful experience and the confidence I have gained along the way, through meaningful connections with the CCG board members has been truly invaluable".

For fellow 2022-2023 cadet, Kate Gaffney, the pull was personal as well as professional.

"It was very important to me that CCG is an educational institution, meeting the needs of regional communities and a diverse cohort of students. I wouldn't have applied to an organisation that was outside my areas of interest and passion," Ms Gaffney explained. "The program was fascinating. It was very inclusive. We cadets were not treated as separate from the Board, we were privy to the functioning of the Board and the entire College leadership team and the full importance of the role of a Board Director".

For those who are considering applying for the program, both cadets agree that you should not hesitate.

"It is a rare opportunity to be guided through the process of being a Director" Ms Gaffney said. "This is such a generous and nurturing programme. CCG is an important regional education provider changing lives. To be part of that and to help guide the strategy and success of CCG was a rare privilege".

Ms Ploeger agreed and said "I can't overstate the wonderful opportunity this board cadetship offers, and I encourage anyone interested to grab this rare opportunity with both hands, you will not regret it."

The application process for the Cadet Director Observer Program opens annually in October/November.

OUR LOCATIONS

From 2023, CCG expanded its operation to service our broad customer groups within six locations.

- Warragul
 - 71 Korumburra — Warragul Road
 - 88 Smith Street
- Copy Centre — 3/57 Smith Street, Warragul
- Leongatha — Howard Street
- Pakenham — 126 Princes Highway
- Dandenong — 290 Thomas Street





PHILANTHROPY

A few years ago, we set up a philanthropy initiative as a way to support our students who may need a hand up. Students experience many challenges and hardships in their lives and often carry these issues to school.

Through philanthropy, we receive help from businesses, organisations and the wider community in the form of funds or in-kind support for us to deliver various initiatives that reduce and remove barriers for our students so they can thrive.

Be a changemaker.



2023 Program Highlights

Sensory space

In 2022 and 2023, we ran an appeal to raise funds for an outdoor sensory space at our Warragul Campus. The sensory space is a safe place for ECG Secondary College students to retreat to when they are feeling overwhelmed, overstimulated or anxious.

Students were consulted and helped co-design the spaces. Together, we identified two spaces for this project which include a marquee for shelter, yin-yang mosaics and water fountains for tranquillity. Our students will also help with the labour to make the initiative a reality. We anticipate that we will reach our goal in early 2024.

Awards night sponsorships

The Community College Gippsland Student Awards recognise achievements in study and celebrate personal growth through learning. The sponsorship of each award provides a powerful message to our students that their accomplishments matter in our community. The award provides a boost to their confidence, a highlight on their resume and a financial contribution towards their next steps after graduation.

With the Dandenong campus coming on board, our awards increased to 19 awards. All these awards were covered by generous sponsors with additional acknowledgements to our Platinum, Gold and Silver sponsors.

Special thanks to our event sponsors:

- BD Legal
- Tafe Gippsland
- Maree McPherson
- McFarlane Criminal Lawyers
- Saputo
- South Gippsland Bass Coast LLEN
- Gippsland Water
- Warragul City Motors
- Fonterra
- Skillinvest
- Commonwealth Bank Leongatha and Warragul
- Battery Zone Warragul
- Baw Baw Latrobe LLEN

Philanthropy prospectus

At our awards night, we launched our philanthropy prospectus and sponsorship options. This resource provides funders an opportunity to select initiatives that speak to them. We have flagged initiatives such as our Healthy Foods program, Start Up program and sensory spaces that are worthy causes for sponsorship.

Healthy foods program

In 2023, we launched our healthy foods program. We are fortunate to partner with food relief organisations such as Follow Bless Collective supporting Pakenham campus, Baw Baw Food Relief and Longwarry Food Relief supporting Warragul campus and Uniting Vic Tas supporting Leongatha campus. Eat Up and Longwarry Food Relief also provides cheese sandwiches for toasties.

We received a donation from Women on Farms for food support for students at our Warragul campus. The Trinity family grant also provided funds for freezers, kitchen appliances and crockery for Warragul, Leongatha and Pakenham campuses.

We anticipate that in 2024, we will secure some funds to provide frozen/ready-made meals for our students.



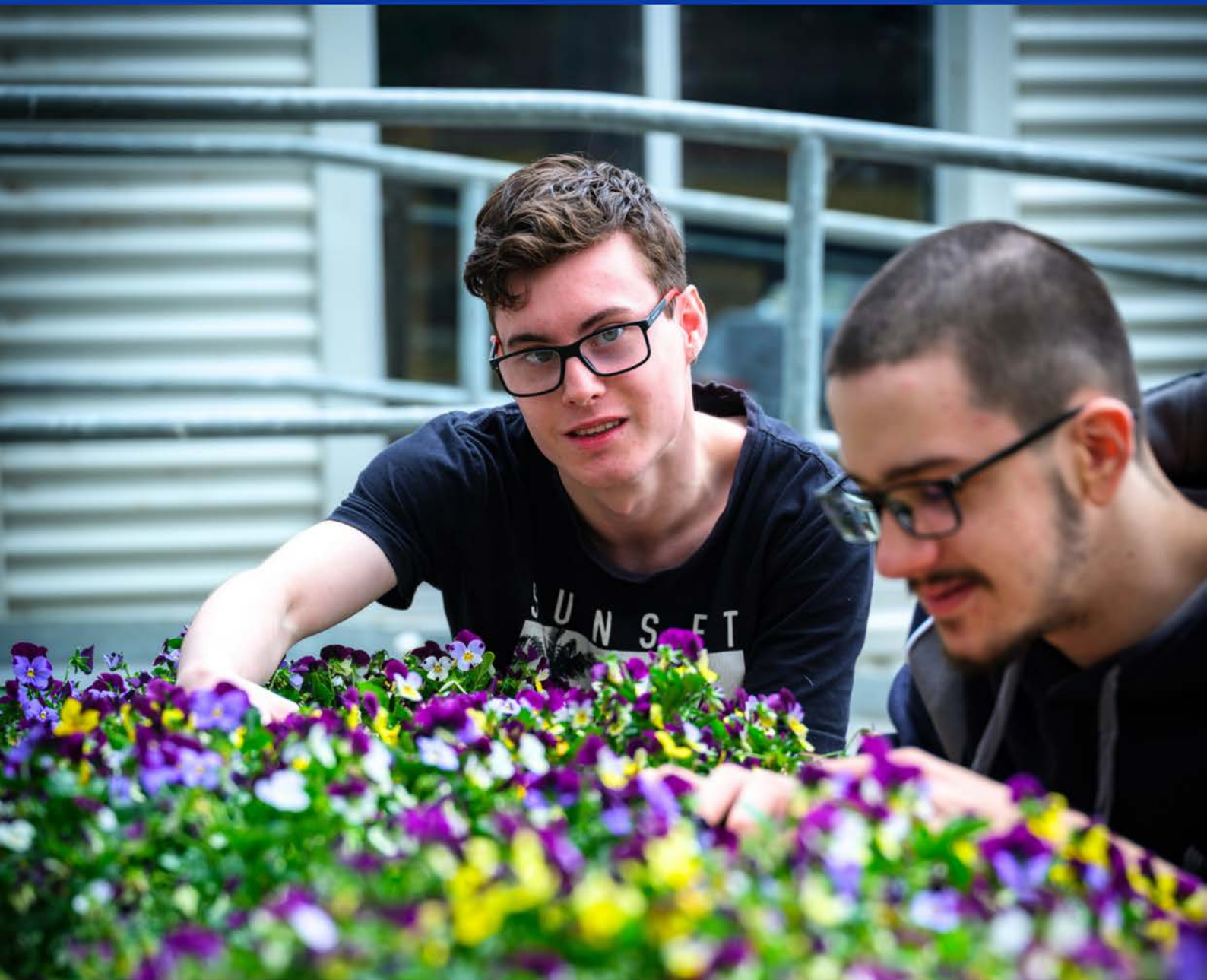
Keep in touch!

-  Subscribe to Friends of CCG
-  Like us on Facebook
-  Follow us on Instagram
-  Follow us on LinkedIn
-  Request our Prospectus



OUR SCHOOL

ECG SECONDARY COLLEGE IN 2023



ECG
Secondary
College



OUR STORY

In July 2009, the inception of Education Centre Gippsland (ECG) Secondary College was introduced as a fresh option for students diverging from the traditional education framework. ECG offered a responsive and supportive pathway, designed to break down learning barriers.

Fast forward thirteen years, ECG Secondary College continues to flourish, often facing demand that exceeds available places in the school. By 2022, the curriculum exclusively focused on senior secondary students studying the Victorian Certificate of Applied Learning (VCAL). A new curriculum was introduced in 2023, replacing VCAL with two new streams: the Victorian Pathways Certificate (VPC) and VCE Vocational Major (VM).

The educational approach emphasises practical, hands-on learning aimed at fostering both work and life skills. With small class sizes, students receive personalised attention, enabling them to progress at their own pace.

Diversity is embraced at ECG Secondary College, where students from all walks of life are welcomed and encouraged to embrace their individuality, as reflected in the tailored curriculum.

Expanding its reach, ECG Secondary College now operates campuses located in Warragul, Leongatha, Pakenham and Dandenong with plans underway for further expansion to meet the growing demand for alternative educational options in the community.



OUR PHILOSOPHY

ECG Secondary College is committed to delivering a holistic learning program underpinned by a focus on student welfare and wellbeing.

With a student-centred, flexible learning model we adopt a tailored curriculum to develop personal, social, academic and life skills.

Our aim is to ensure that each student is empowered to enter the workforce or pursue further studies with the confidence and skills to manage a successful transition into the adult world.



LEARNING EXPERIENCES

VDSS

As part of the senior secondary curriculum, students also participated in the Vocational Education and Training Delivered to Secondary Students program, known in the school as 'VDSS'.

In 2023, this program included:

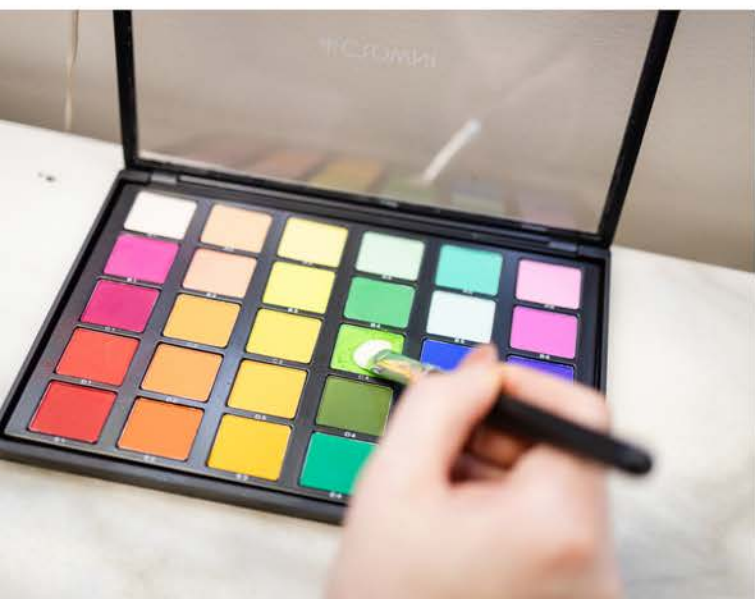
Qualifications

Community College Gippsland

- BSB20120 - Certificate II in Workplace Skills
- CHC22015 - Certificate II in Community Services
- SHB20216 - Certificate II in Salon Assistant
- SHB20116 - Certificate II in Retail Cosmetics
- AHC20416 - Certificate II in Horticulture

Other Training Providers:

- SIT30916 - Certificate III in Catering Operations
- ICT30118 - Certificate III in Information Digital Media and Technology
- CUA31020 - Certificate III in Screen and Media
- HLT33015 - Certificate III in Allied Health Assistance
- AUR20720 - Certificate II in Automotive Vocational Preparation
- TLI20420 - Certificate II in Supply Chain Operations
- 22569VIC - Certificate II in Plumbing - Pre-apprenticeship
- 22513VIC - Certificate III in Equine Studies
- 22338VIC - Certificate II in Building and Construction Pre-apprenticeship
- ACM20121 - Certificate II in Animal Care
- SIT20316 - Certificate II in Hospitality



Taster Program

- | | | | |
|----------------|---------------------|----------|--|
| Work Rural | Selected units from | AHC20416 | - Certificate II in Horticulture |
| Work Shop | Selected units from | AHC20416 | - Certificate II in Horticulture |
| Work Skills | Selected units from | BSB20120 | - Certificate II in Business |
| Community Care | Selected units from | CHC22015 | - Certificate II in Community Services |
| Hair & Beauty | Selected units from | SHB20121 | - Certificate II in Retail Cosmetics and |
| | Selected units from | SHB20216 | - Certificate II in Salon Assistant |



OUR STATS SNAPSHOT

Funding sources

The funding for ECG Secondary College comes from four sources:

1. Federal Government Department of Education, Employment and Workplace Relations (DEEWR)
2. State Government Department of Education and Early Childhood Development (DEECD)
3. Student-paid fees
4. Other

Federal Government Department of Education, Employment and Workplace Relations



63.5%

State Government Department of Education and Early Childhood Development



20.8%

Student-paid fees



2.4%

Other



13.3%



Expenditure

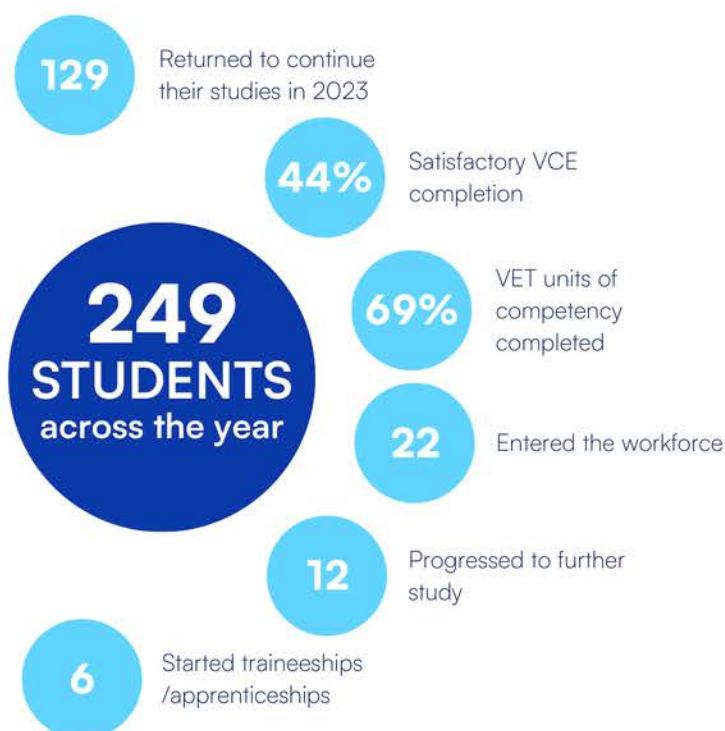
The expenses of ECG Secondary College fall into three categories:

1. Staff Wages
2. VDSS
3. Other Expenses



OUR STATS SNAPSHOT

Destination data



Census data





Attendance

The ECG Secondary College cohort is comprised of students who face many barriers to education, including financial difficulties, insecure housing, limited access to transport and above all, mental health conditions. Due to these circumstances, many of our students find maintaining regular attendance at school challenging.

It is heartening to note that this cohort of students typically sees a significant increase in attendance at ECG compared to their participation in other education settings. This is due to the unique environment of our school, with the smaller class sizes, higher level of support and learning opportunities aligned with future employment. ECG provides daily support to help keep our students engaged and at school.

Although the ECG program is designed to run over 5 days a week, our highly individualised approach to learning actively plans for reduced contact time for students who are transitioning back into the classroom after long absences. This method is designed to meet the specific needs of our students and to help them engage more fully in school by rebuilding their capacity to focus, regulate their emotions and socially reconnect in a safe and supported way.

The attendance rate for ECG Secondary College for 2023 was 50.12%.

Benchmarking

Benchmark results and comparisons with previous year: NAPLAN tests not available at years 11 and 12.

Teacher qualifications



20
23

