

# 20 | ANNUAL 21 | REPORT



Community  
College  
Gippsland

# A WORD FROM OUR CHAIR + CEO

In January 2020 it was hard to predict just how much change the pandemic would cause. Community College Gippsland (CCG) rose to the challenges set by the coronavirus, pursuing its purpose in new and innovative ways. Many things changed (mask-wearing, room capacity, contact-tracing and COVID testing are now commonplace activities and terms) but we continued to positively change lives and enhance social inclusion through education and training, albeit in different formats to what we were used to!

The ingenuity, flexibility, and dedication demonstrated by CCG staff in making the move to remote learning in record time and from their own homes was nothing short of remarkable.

Some of our learners transitioned straight to using video conferencing via Teams or Zoom, while others were supported to continue via phone and snail mail. Our response was student-led, tailored to their preferences, skills, technology and internet access.

Each cohort adapted as best they could. With the support of fellow students, their teacher/trainer, learning support officers, and welfare staff, many were able to succeed when they thought they could not.

During the 77 designated remote learning days, most staff members worked from home, although some could not due to the nature of their work. Our Copy Centre offered a click and collect service with a skeleton staff on-site, producing essential printing for our students and local businesses that continued operating. Our Community Café staff, unable to open, turned their skills to providing meals to Warragul and Longwarry Food Relief charities to support those in need. A total of 2921 meals were prepared for this cause.

Despite the challenges of 2020, ECG College again proved to be a school of choice with continued growth in enrolment numbers. This expansion was enabled by the introduction of Learning Support officers (LSOs), who provide support to students and teachers, enabling the effective delivery of individualised education plans.

COVID didn't restrict our facility maintenance program with improvements implemented at all locations, including the long-awaited new access ramp at the Warragul campus.

Due to COVID restrictions and remote learning requirements we were unable to have our volunteers on site. Their support and guidance was greatly missed by all. Restrictions also lead to the cancellation of our annual graduation event, where we celebrate the achievements of our graduates and honour those who exceed all expectations.

Our Board was able to continue their work. While only three of its scheduled meetings were conducted in person, the Board became proficient using Zoom for the remainder of the year, including conducting a virtual AGM. Key governance developments focused on risk, business continuity and COVID response, cultural safety and awareness, board diversity, benchmarking, understanding staff, student and stakeholder feedback, defining quality, our values and behaviours, and forecasting community needs and growth projections.

We farewelled Director Kevin Downie who resigned due to his changing work commitments. His contribution to the Board and, in particular, our Philanthropic Fund is greatly appreciated. Cadet Director Wendy Cook finished her term of learning with our Board and particularly contributed to developing our strategic financial planning.

We also welcomed two new Cadet Directors, Lachlan Crampton and Merryn Paynter, together with Director elect Joshua Chikuse to the Board.

2020 saw the retirement of some long-standing staff members: Helen Uliando, Peter Beechey and Tracel Devereux, all of whom have made substantial contributions to CCG over many years.

We finished the year hosting a virtual visit by Minister Tierney to acknowledge and congratulate Colleen Forbes, winner of the *Ro Allen Award*, presented by the ACFE Board in Recognition of Pre-accredited Learner Excellence. Colleen is pictured on our cover.

We would like to take this opportunity to thank all our staff and students for their dedication to working together in new ways to achieve their goals in 2020. For our staff, whether it be delivering education, providing student support, completing essential administrative functions, preparing meals, or a copy service: your work matters to the individuals that make up our communities.

Finally, we would like to thank the Board who continue to donate their time and skills to enable CCG to operate strategically within our complex environment.

We commend the 2020 Annual Report to you and look forward to great achievements in 2021.



Marianne Shearer  
Board Chair



Sue Geals  
CEO









## OUR VISION

Community College Gippsland is a progressive, innovative learning organisation serving individuals and the community.

## OUR PURPOSE

To positively change lives and enhance social inclusion through education and training.

# BEYOND LEARNING

---

Community College Gippsland provides education and training to people across the region. But when it comes to our story, that is just the tip of the iceberg.

## WE CHANGE LIVES

That's the real story.

When people are supported and encouraged to learn in a way that builds on past success, they realise the amazing potential they have inside of them.

When they are accepted for who they are, immersed in hands-on learning and empowered to grow, they develop more than skills. They develop confidence, ambition and drive.

When they graduate inspired, we are ignited to do it all over again.

Our students come from all walks of life.

Some are just beginning their journey, joining our secondary school at Education Centre Gippsland College, where they can achieve their VCAL certificate in small, hands-on, supportive classes.

Others are preparing for their first job or a change of career with an accredited certificate or diploma course, designed to enable them to hit the ground running in the workplace.

Some are building foundation skills in maths, english and work preparation, growing their knowledge while making social connections and discovering how to live their best life.

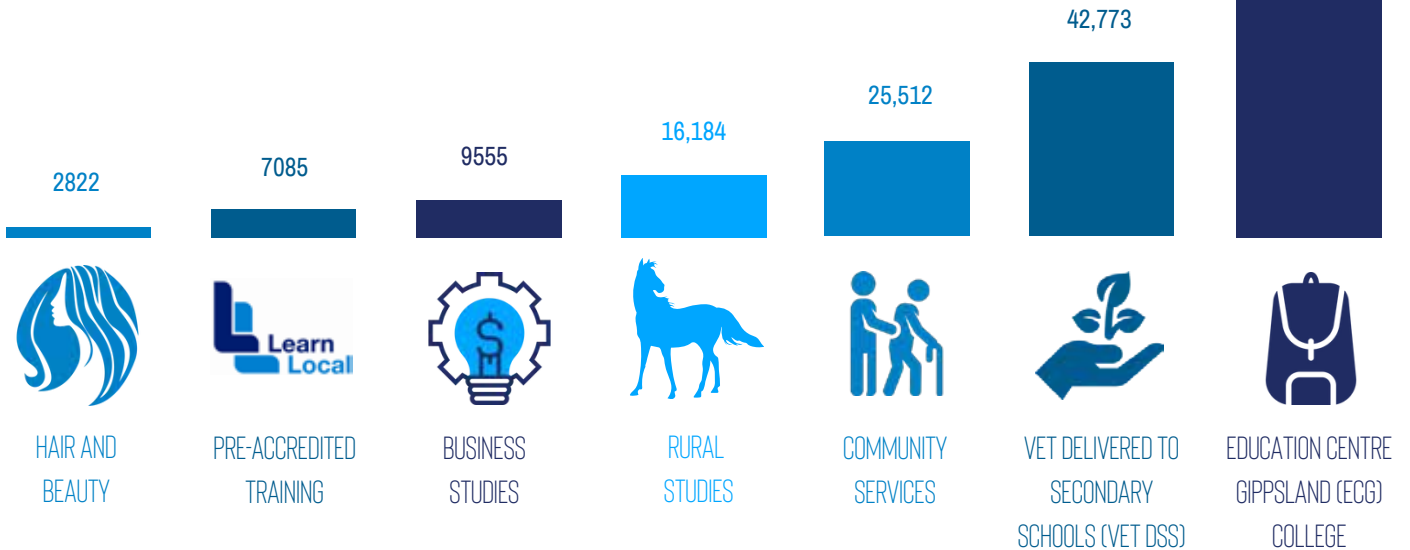
Whatever brings our students through our door, we hope they find it here. Wisdom. Experience. Achievement. A sense of belonging and purpose. The qualification that they need to secure the job that they want.



# OUR PERFORMANCE

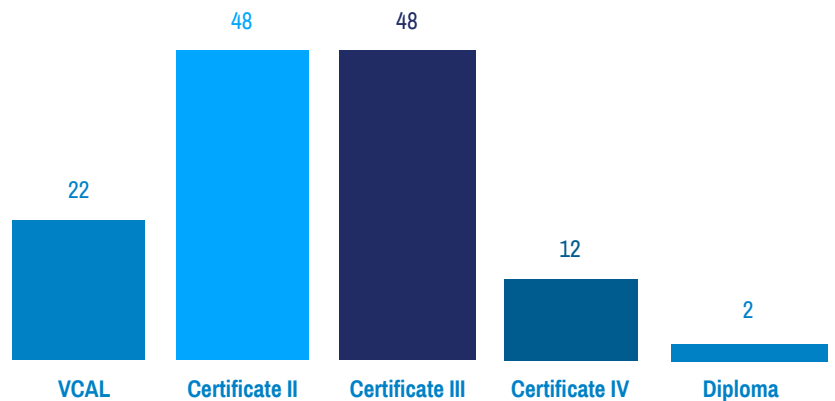
## STUDENT CONTACT HOURS

In 2020 CCG delivered a total of 191,973 Student Contact Hours.  
 7085 were pre-accredited and 184,888 were accredited.  
 149,200 were delivered within ECG College - 21,200 more hours delivered than in 2019.



## QUALIFICATIONS BY LEVEL

CCG awarded 132 nationally recognised qualifications and 218 Statements of Attainment for students who achieved passes in one or more units of study.  
 22 ECG College students were awarded a VCAL qualification.





# SUMMARY OF OPERATING STATISTICS IN 2020

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

## Business and Services:

- Business
- Business Administration
- Business Administration (Medical)

## Hair and Beauty:

- Hairdressing
- Beauty

## Community Services:

- Individualised Care
- Disability
- Early Childhood Education and Care
- Education Support

## Rural Studies:

- Conservation and Land Management
- Horticulture
- Equine

## ECG College:

Senior Secondary School

Victorian Certificate of Applied Learning (VCAL):

- Foundation
- Intermediate
- Senior

## Short Courses:

- Responsible Service of Alcohol (RSA)
- First Aid
- Food Handling
- Farm Chemicals

## VET Delivered to Secondary Schools (VET DSS):

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

## Pre-accredited:

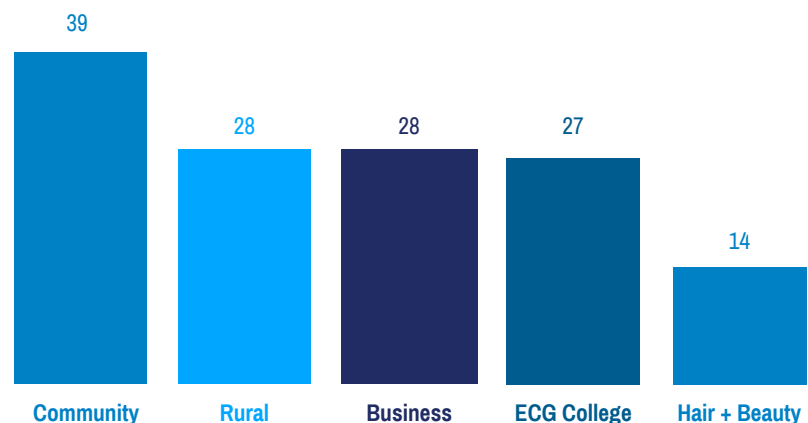
Courses offered to people in preparation for their future enrolment in accredited training or employment



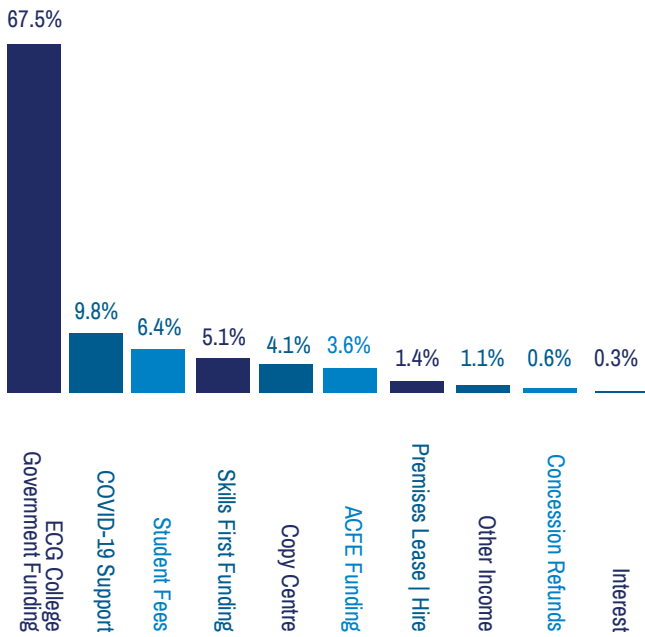
## QUALIFICATIONS BY DEPARTMENT

Community Services has continued to experience strong student participation, in line with industry demand for skilled employees. Rural has seen significant growth, increasing from 18 in 2019.

There were no graduates in Foundation qualifications in 2020.



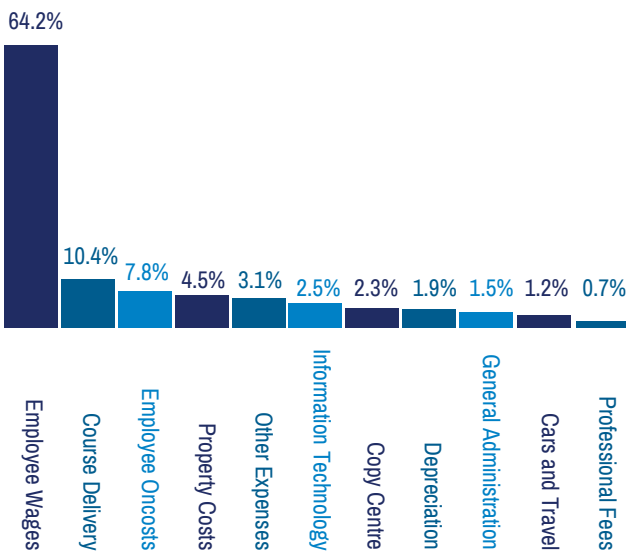
# OUR FINANCES



## | 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.



**2921**  
MEALS

PROVIDED TO LOCAL FOOD  
RELIEF CENTRES IN 2020





# OUR PEOPLE

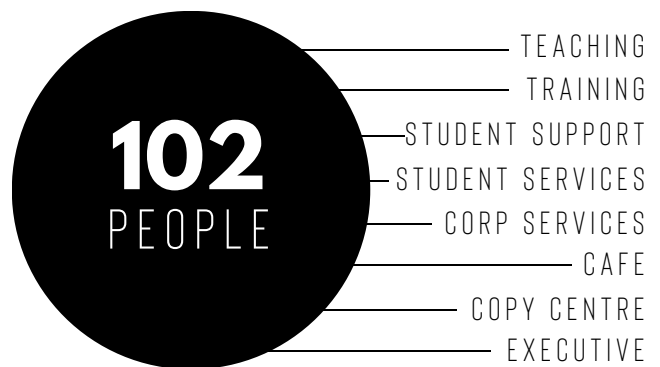
As an organisation that focuses on sharing skills, knowledge and experience, our people are our greatest asset. Without this critical expert resource, we could not achieve our mission or contribute to our community the way that we do.

Over the course of the 2020 teaching year, 102 staff were employed at CCG at various times in a range of roles across our four campuses, the Gippsland Harness Training Centre and the Copy Centre.

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.

Sadly, COVID-19 restricted our capacity to involve volunteers in our work in 2020. Our 48 volunteers were reduced to the members of our Board - 10 directors and 3 cadets. We thank them for their contributions of skills, knowledge and experience throughout a year like no other.

## | STAFF



## | VOLUNTEERS





# OUR PEOPLE

## REWARDING EXCELLENCE

The Annual Student Awards recognise the hard work, dedication and achievement attained by the students of Community College Gippsland and ECG College. Each year, the awards are given to outstanding students who go above and beyond in their learning.

## 2020 AWARD WINNERS

### 2019 Student of the Year

Noor Shemiss

### 2019 Pre-Accredited Student of the Year

Colleen Forbes

### 2019 Trainee of the Year

Mirela Dobric

### 2019 VET in Schools\* Student of the Year

Siddony Tassie

### 2019 VCAL Student of the Year

Sophie Hicks

### 2019 Brian Clarke Award

Anna Brayley

*\*VET in Schools is now known as VET Delivered to Secondary Schools (VET DSS)*



NOOR



MIRELA



SOPHIE



## 2020 LEARN LOCAL AWARDS

In December 2020, CCG student Colleen Forbes was announced as the winner of the Learn Local *Ro Allen Award*, presented by the ACFE Board in recognition of Pre-accredited Learner Excellence.

Colleen, an Indigenous woman of the Kurnai clan, undertook a *Kickstart in Hospitality and Retail* course at CCG.

At the beginning of the six-week learning program, Colleen's self confidence was low. With the support of CCG, she soon transformed into a confident, motivated student.

Now she's happily employed and flourishing at the checkout at Woolworths, where she loves serving people.

The positive learning experience also ignited a long-term goal of becoming a Koorie educator, advocate, and leader of her people.





# 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 successful partnerships with communities and service providers.

**Marianne joined the CCG Board as a voting director in 2016.**



IAIN  
LUCK  
DEPUTY CHAIR

Iain retired from the Victorian Department of Education at the close of 2014, having served for almost 40 years in a wide range of teaching and leadership roles, which included 13 years as a Principal Class Officer. He is currently an Authorised Marriage Celebrant, and conducts marriages across the length and breadth of Australia.

**Iain joined the CCG Board as a voting director in 2016.**



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 2012- 2013 and joint Chair in 2014 with Des Williams.**



NICK  
DUDLEY

Nick has extensive experience in the field of agriculture and horticulture. He is currently employed by the State Government in the Agriculture sector.

**Nick joined the Board as a voting director in 2015 and was Chairperson in 2018.**



JEMMA  
SWAN

Jemma is an economics and social policy specialist with experience in the private sector and with the 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 CCG 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 in a range of sectors. Howard has particular strengths in transport, agriculture and management consulting, and has a strong interest in providing opportunities for young people to succeed.

**Howard joined the CCG Board as a voting director in 2017.**





KIRSTIN  
FOX

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



TERRYLENE  
MARKS

Terrylene has built her career on contributing to the local education sector. She has a particular focus on engaging and empowering Koorie students to succeed in school and provides targeted advice and support across the region in her work with the Department of Education and Early Childhood Development. **Terrylene joined the CCG Board as a voting director in 2019.**



KEVIN  
DOWNIE

Kevin has experience in the Vocational Education and Training sector, with a particular focus on industry connection and community development, working with disadvantaged and isolated indigenous communities. Kevin is invested in ensuring that CCG students achieve academic, emotional and wellbeing outcomes. **Kevin joined the CCG Board as a voting director in 2018 and retired from the Board in 2020.**



JOSHUA  
CHIKUSE  
DIRECTOR ELECT

Joshua has over 10 years experience with strategic planning, change and project management, focused on sustainable and economic solutions. Joshua is a collaborative leader and has worked across various state and local government agencies, communities and community groups. Joshua is very passionate about diversity, inclusion and improving communities. **Joshua joined the CCG Board in a non-voting Director Elect position in 2020.**



WENDY  
COOK  
CADET

Wendy is a proficient finance professional and Certified Public Accountant (CPA) with over 30 years of experience in private industry and government. Wendy has also had roles in lecturing on accounting, contributing to her great interest in the education sector. **Wendy joined the CCG Board in a non-voting Cadet position in 2019 and completed the one-year term in 2020.**



MERRYN  
PAYNTER  
CADET

Merryn is a corporate social responsibility specialist and has been focused on completing her Doctorate in Philosophy. Merryn has a talent for academic writing and extensive professional administration experience working across both public and private sectors. Merryn has a keen interest in the strategic management and development of organisations. **Merryn joined the CCG Board in a non-voting Cadet position in 2020.**



LACHLAN  
CRAMPTON  
CADET

Lachlan is a marketing and human resource management professional with experience in the health sector and the Australian Securities and Investments Commission. Lachlan has strong communication, customer service and leadership skills with a focus in volunteering with youth community and sporting organisations. **Lachlan joined the CCG Board in a non-voting Cadet position in 2020.**



# OUR LOCATIONS

---

In 2020, CCG predominantly operated from six locations across Gippsland - as well as the homes of staff and students in lockdown periods. During on-campus learning, our students attended classes on four campuses, as well as our professional racing stable, the Gippsland Harness Training Centre, at Logan Park.

CCG also provided businesses and our community with printing services from our Copy Centre.



# OUR SCHOOL

ECG COLLEGE IN 2020











# OUR STORY

In July 2009, Education Centre Gippsland (ECG) College was established, creating a new destination for students.

The school offered an educational pathway outside of the conventional, mainstream system. A pathway that was responsive, supportive and constructed around proactively breaking down barriers to learning.

Eleven years on, ECG College continues to thrive and grow, with demand often exceeding available places in the school.

The curriculum caters exclusively for senior secondary students studying the Victorian Certificate of Applied Learning (VCAL).

Lessons are hands-on and practical, focussed on work and life skills. Classes are small, providing students with opportunities for individual assistance and enabling students to work at their own pace.

Students from all walks of life are welcomed into the school and individuality is both celebrated and catered for in the curriculum.

ECG College has expanded to three campuses, located in Warragul, Leongatha and Pakenham, with plans to develop more campuses into the future to meet the increasing community need for alternative schooling.

# OUR PHILOSOPHY

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

With a student-centered, flexible learning model we use the VCAL 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

## VET DELIVERED TO SECONDARY SCHOOLS (VET DSS)

As part of the VCAL program students also participate in Vocational Education Training (VET) programs.

In 2020, these included:

### Qualifications:

*Community College Gippsland*

AHC20416 - Certificate II in Horticulture

BSB20115 - Certificate II in Business

CHC22015 - Certificate II in Community Services

RGR20218 - Certificate II in Racing Industry

RGR30218 - Certificate III in Racing (Stablehand)

SHB20216 - Certificate II in Salon Assistant

SHB20116 - Certificate II in Retail Cosmetics

*Other Training Providers*

22304VIC - Certificate II in Plumbing (Pre-apprenticeship)

22338VIC - Certificate II in Building and Construction Pre-apprenticeship

CHC30113 - Certificate III in Early Childhood Education and Care

ICT30118 - Certificate III in Information, Digital Media and Technology

22470VIC - Certificate II in Engineering Studies

ACM20117 - Certificate II in Animal Studies

AUR20716 - Certificate II in Automotive Vocational Preparation

SIT20316 - Certificate II in Hospitality

TLI21616 - Certificate II in Warehousing Operations (SBAT)

TLI31616 - Certificate III in Warehousing Operations (SBAT)

UEE22011 - Certificate II in Electrotechnology (Career Start)

## TASTER PROGRAMS

AHC20416 - Certificate II in Horticulture (Building & Construction)

AHC20416 - Certificate II in Horticulture (Rural)

BSB20115 - Certificate II in Business (Business Forensic)

BSB20115 - Certificate II in Business (Hospitality)

CHC22015 - Certificate II in Community Services (Community)

SHB20216 - Certificate II in Salon Assistant (Hair & Beauty)

## EXCURSIONS, INCURSIONS + EXTRA-CURRICULAR PROGRAMS

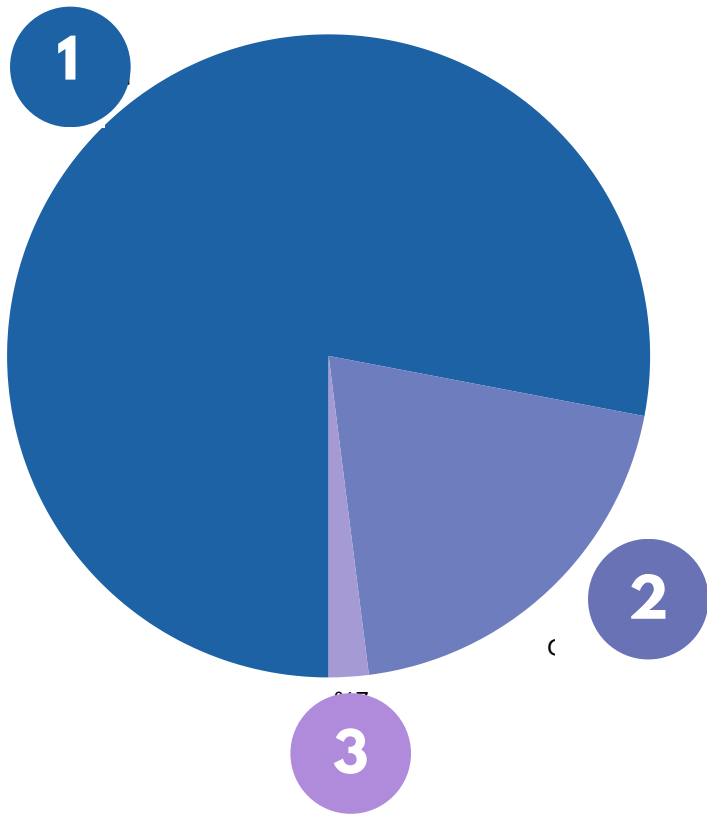
- The Summit
- Gumbuya World
- Surfing at Inverloch
- Walking Tour at Phillip Island
- Escape Room at Pakenham
- Go Karts at Phillip Island
- P.A.R.T.Y. at the Alfred Hospital
- ADF Career Expo
- State Library
- Old Melbourne Gaol
- Pink Stumps Cricket Match
- Splatball
- Basketball
- Canoeing
- End of Year Celebration Lunch





# OUR STATS

| SNAPSHOT



## | FUNDING SOURCES

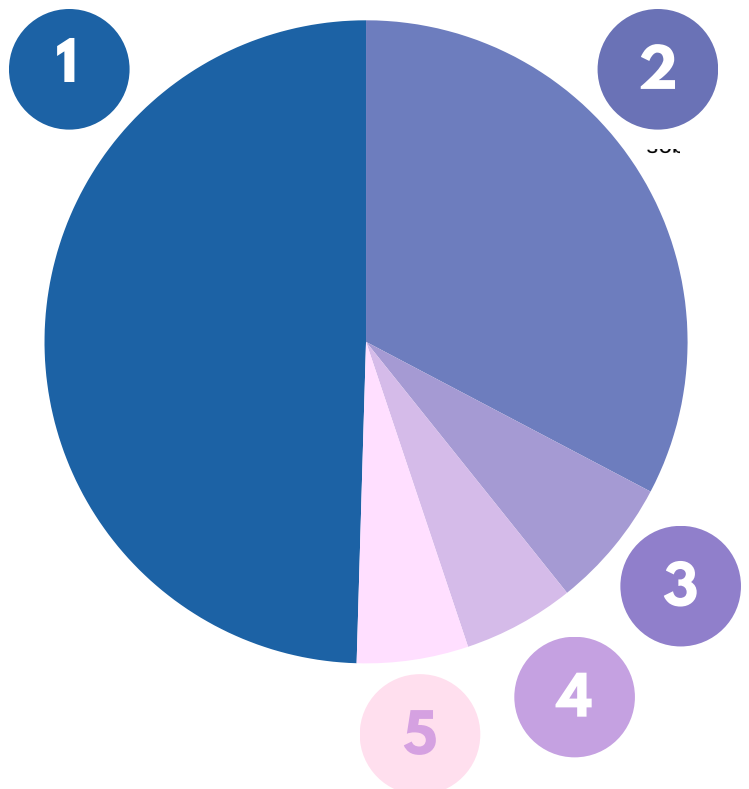
The funding for ECG College comes from three sources:

- 1** 78%: Federal Government Department of Education, Employment and Workplace Relations (DEEWR)
- 2** 20%: State Government Department of Education and Early Childhood Development (DEECD)
- 3** 2%: Student-paid fees

## | EXPENDITURE

The expenses of ECG College fall into five categories:

- 1** 46%: Other Expenses
- 2** 35%: Staff Wages
- 3** 7%: VET DSS
- 4** 6%: Facilities Leasing
- 5** 6%: Staff Related Expenses





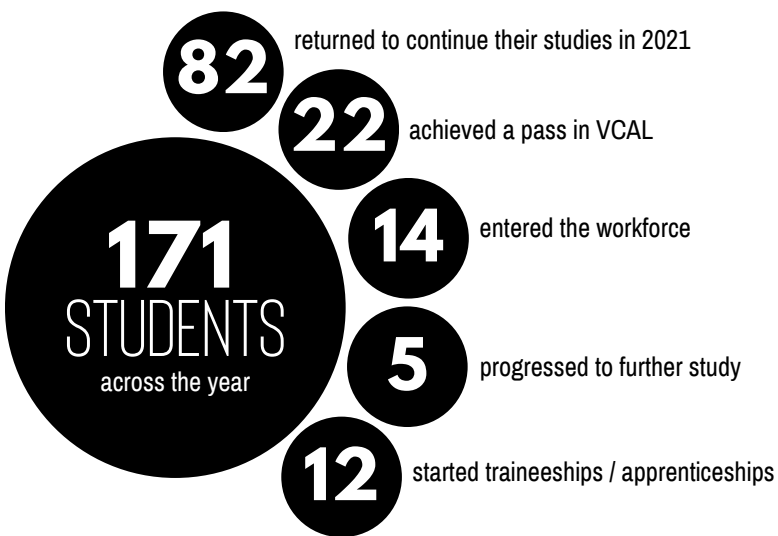




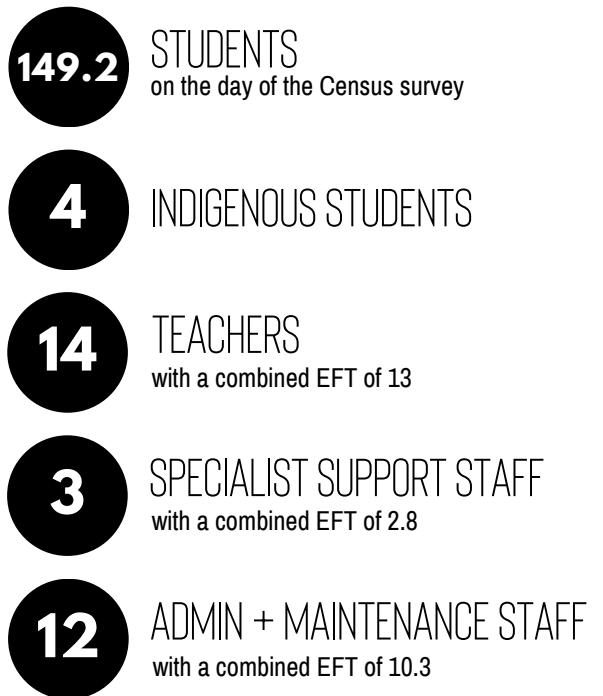


# OUR STATS

## | SNAPSHOT



## | CENSUS DATA



## | ATTENDANCE **56%**

In spite of the difficulties posed by COVID-19, student attendance was 56% in 2020. As the ECG College cohort is comprised of students who face many barriers to their education beyond a pandemic, this is a strong result.

While the ECG College program is designed to run over 5 days a week, individual attendance plans are developed to help students address challenges that impact their participation. Nonattendance on these planned days is recorded and families are informed.

Our staff work closely with students and their families to maintain their attendance at school.

## | BENCHMARKING

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

## | TEACHER QUALIFICATIONS



20  
20



[WWW.CCG.ASN.AU](http://WWW.CCG.ASN.AU)