

20
24

ANNUAL REPORT



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CCG
Community
College
Gippsland

ACKNOWLEDGEMENT OF COUNTRY

Wominjeka, welcome to Community College Gippsland (CCG)

The CCG community welcomes people from all backgrounds, abilities and identities. We learn through inclusion, respect and understanding. United we belong. Together we thrive. We acknowledge the First Custodians of the lands we work and learn on. We pay our respects to them, their Elders and their ongoing connection to Country.

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ABOUT THIS REPORT

The Community College Gippsland (CCG) Annual Report 2023—2024 provides a comprehensive overview of our performance, impact, and strategic direction over the past year. It highlights key achievements in education and training, student success stories, community engagement, and financial sustainability.

This report includes:

- Our Performance
- Summary of Statistics
- Our Finances
- Our People
- Our Board & Governance
- Our Locations
- Philanthropy
- Our School — ECG Secondary College

Prepared in accordance with the state/territory education acts for Victoria, including the Education and Training Reform Act 2006, Education and Training Reform Regulations 2017, Guidelines to the Minimum Standard and Requirements for School Registration and Guidelines to the School Financial Capability Assessment and Australian Accounting Standards, this report ensures transparency and accountability in CCG's operations. All financial data is consistent with the audited consolidated financial statements for 2023—2024.

We thank our students, staff, partners, and the wider community for their continued support in inspiring us to deliver high-quality education and training across Gippsland.

ABOUT CCG

Community College Gippsland (CCG) is a not-for-profit, community-based training provider dedicated to delivering accessible, high-quality education and training across the Gippsland region and South East Melbourne. With a strong commitment to inclusion, lifelong learning, and skills development, CCG empowers individuals to achieve their career and personal goals.

Since 1975, CCG has been a trusted education provider, offering a diverse range of vocational training, secondary education, and community programs that support individuals from all backgrounds. Our courses are designed to meet industry needs to provide pathways to employment, further study, and personal development. At CCG, we believe that education transforms lives. Our student-centred approach ensures small class sizes, hands-on learning, and wraparound support services, creating an environment where every learner can thrive. Our team of passionate educators and staff are dedicated to fostering confidence, resilience, and job-ready skills in all students.

Our offerings

Vocational education and training (VET)

Accredited courses in horticulture, early childhood education, community services, business, hairdressing, and more.

ECG Secondary College

A supportive school environment offering an alternative education pathway for young people seeking a different approach to learning.

Skills and employment pathways

Programs that bridge the gap between training and employment, including traineeships, pre-apprenticeships, and work readiness programs.

Community engagement

Initiatives that connect CCG with local businesses, government agencies, and community organisations to enhance learning opportunities and workforce development.

Philanthropy and partnerships

Collaborations that support scholarships, funded programs, and innovative education projects.

Copy Centre

A professional print service for the CCG community and individuals and businesses within Baw Baw Shire area.

With campuses in Warragul, Leongatha, Pakenham, and Dandenong, CCG is committed to strengthening the Gippsland community through education and training that is flexible, supportive, and future-focused.

At CCG, we don't just teach skills—we change lives.

Milestones

- 1975: Began as West Gippsland Latrobe Valley Community Education Centre.
- 1996: Diversified into Adult, Community and Further Education (ACFE) Learn Local programs and became the office for Job Skills trainees.
- 1997: Established the Gippsland Harness Training Centre.
- 2000: Commenced delivering training programs at South East Melbourne to fill jobs.
- 2007: Delivered the first Diploma in Sustainable Agriculture course to help farmers and new entrants to the industry.
- 2009: Opened an independent school for VCAL students in Warragul.
- 2011: Renamed to 'Community College Gippsland' and delivered 110 accredited courses from Certificate I through to Advanced Diploma level.
- 2014: Leongatha Community Garden was opened with a hot house, meeting room, kitchen, playground and indigenous garden now run by a community-based committee.
- 2015: Commenced an alternative senior secondary school at Pakenham and Leongatha.
- 2019: Launched our philanthropic fund, giving people the opportunity to invest in potential and make learning accessible for students.
- 2023: ECG Secondary College opened its Dandenong campus to deliver secondary school curriculum to years 11 and 12.
- 2024:
 - Introduced tuition fee-free courses.
 - Launched 'Explore A Career in Early Childhood' program and 'Launch Your Hospital Career' program under a mutual partnership between industry stakeholders.
 - ECG Secondary College Warragul and Leongatha campuses opened doors to years 9 and 10 students.
 - Expanded the Leongatha campus with four new classrooms, funded by a \$1.5 million investment from the Victorian Government.

A WORD FROM OUR CHAIR

I reflect on what has truly been a year of continued growth and transition for Community College Gippsland (CCG). First and foremost, I want to extend my heartfelt thanks to all the current and new students and parents who have chosen CCG as part of their learning journey. The Board remains fully committed to achieving our vision of making a positive impact on lives through education. To realise this vision, we are deeply grateful for the commitment, professionalism, and care demonstrated by our staff in serving our community.

Over the course of the year, the Board and Executive had the opportunity to review our strategic plan and refresh our priorities and initiatives. Among the key organizational priorities, the Board reaffirmed the following:

- Ensuring the organisation remains financially sound
- Continuing to provide the best learning and educational experience for our students
- Invest and support our dedicated staff
- Exploring opportunities to extend our services to new communities
- Reviewing how we align our student outcomes with our philanthropic objectives.

The Board is proud to highlight the following key achievements for the year:

- Continued improvement in educational and learning outcomes for all students
- A strong financial result, achieving a surplus of \$585,000
- A significant increase in student enrolments, with a rise of 21% compared to last year
- The securing of a new campus location in Pakenham
- The successful enrolment of new year 9 and 10 students
- The continued success of our industry partnerships and the Learning Your Career program.

We also recognise the challenges posed by the current fiscal and policy environment. However, we remain committed to embracing change, recognising that it brings new opportunities for growth and development.

This year, CCG welcomed new external auditors, McClaren and Hunt, and as part of our annual Cadet Director program, we were pleased to welcome Christina Campbell and Rachel VanderKoogh. Additionally, we hosted our most successful annual Student Awards event, made possible by the generous sponsorship and support of our business community and industry partners. During this event, we honoured two long-serving Board Directors, Marianne Shearer and Iain Luck, with Life Membership in recognition of their service, dedication, and commitment to the organisation.

I would like to extend my sincere gratitude to Deputy Board Chair Kirstin Fox, the entire Board, the CEO, and the management team for their continued support throughout the year. I also want to take this moment to acknowledge the dedication and hard work of every individual who has contributed to CCG's success this year. With your collective efforts, CCG is making meaningful strides toward achieving its vision.

Thank you for your continued trust and support. Together, we will continue to evolve, grow, and thrive.



Joshua Chikuse
Board Chair



IMAGE: Board Chair, Joshua Chikuse (centre) with life membership recipients Marianne Shearer (left) and Iain Luck (right).



IMAGE: Joshua Chikuse, Board Chair, with Dale Gemmell, Chief Executive Officer.

A WORD FROM OUR CEO

2024 was another exciting year in the evolution of Community College Gippsland.

The year commenced with the inaugural intake of year 9 and 10 students at both our Warragul and Leongatha campuses. By year's end, we had welcomed over 75 new students into these programs, highlighting the demand for the flexible and tailored delivery of the quality educational programs that we offer.

During 2024, we also had an unprecedented number of students enrol in both our ECG Secondary College and VDSS programs.

With the support of ACFE and industry partners, we started running "Launch Your Career" programs that provide supported pathway opportunities for learners into sustainable employment outcomes within skills shortage areas.

We also registered a second campus in Pakenham that will commence operations by term 2 of 2025, enabling us to deliver year 9 and 10 programs while also increasing our capacity to accommodate more year 11 and 12 students.

Through the generosity of our donors and corporate sponsors, we have also been able to expand our scholarship and wellbeing programs to further support our students. In addition, this support has also enabled us to introduce music and hospitality courses from the start of 2025.

We are also poised to expand and diversify further, having secured the ability to deliver Learn Local services in Morwell alongside a Work and Learning Centre — the latter being one of only five in Victoria, run in conjunction with the Brotherhood of St Laurence and with the support of the Victorian Government.

I'd like to sincerely thank everyone who has made this possible, from our talented and committed team, to our students, their families, donors, corporate partners and the broader communities in which we operate. You have all contributed to assisting Community College Gippsland to fulfil its vision of positively changing lives and enhancing social inclusion through the transformative power of education.

Dale Gemmell
Chief Executive Officer

STRATEGIC PLAN 2024-2028

Vision

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

Purpose

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

Pillars



Our Approach

Flexible, inclusive and innovative



Our People

Inspired, motivated and valued



Our Organisation

Progressive, accountable and sustainable



Our Future

Develop, enhance and sustain

Overall goal



Realise potential and relieve poverty through the delivery of our innovative educational programs



For people to aspire to be engaged with us



Provide socially responsible business foundations through being well-governed, agile, financially sustainable and responsibly managed, enabling the delivery of impactful services



Be a leading, trusted, and growing provider of inclusive and progressive learning opportunities

Strategic objectives

1. Engage and empower - deliver student centric educational experiences
2. Protect and support — provide a safe and supportive environment
3. Enhance and encourage - reward effort and celebrate achievements

1. Engage and empower - invest in building a committed and capable team
2. Protect and support - provide a safe and supportive environment
3. Enhance and encourage - reward effort and celebrate achievements

1. Agile and capable - able to seize and maximise opportunities
2. Responsible and compliant - exceeding expectations and requirements
3. Impactful and enabling - benefitting society beyond our services

1. Grow and diversify - sustainably expand our services
2. Innovate and evolve - leverage innovation and technology
3. Impact and influence - drive meaningful change

Values



Integrity



Collaboration



Inclusion



Safety



Quality

A YEAR OF SUCCESS: AWARDS, EVENTS & CELEBRATIONS

Annual student awards

At the 2024 award ceremony, we celebrated students' achievements from ECG Secondary College Warragul, Leongatha, Pakenham and Dandenong campuses, along with those from its RTO and Learn Local programs. The evening featured the presentation of 18 donor awards across ECG campuses, under the categories of Overall Achievement Award, Most Improved Award, Excellence in Attendance and Engagement Award, Citizenship Award, AMPOL Best All Rounder Award as well as CCG Scholarship and Baw Baw Shire Council Education sponsorship. The RTO awards were presented in the categories of Classroom Student of the Year Award, Trainee/Apprentice of the Year Award and VDSS Student of the Year Award. The Learn Local Awards included the All Abilities Award and Pre-Accredited Award. Each award reflected the hard work and determination that defined the vibrant CCG community.

The 2024 awardees were:

ECG Secondary College

Warragul campus

- Overall Achievement Award - Hazel Farren
- Most Improved Award - Natasha Pavloff
- Excellence in Attendance and Engagement Award - Brianna Graham-Dorling
- Citizenship Award - Breanna Orchard

Pakenham campus

- Overall Achievement Award - Zahlee Farr
- Most Improved Award - Blake Berry
- Excellence in Attendance and Engagement Award - Isabelle Hart
- Citizenship Award - Ethan Djurcinovski

Leongatha campus

- Overall Achievement Award - Mary McInnes-Griffith
- Most Improved Award - Tayah Souter
- Excellence in Attendance and Engagement Award - Lily Dollard
- Citizenship Award - Elispeth McInnes-Griffith

Dandenong campus

- Overall Achievement Award - Jhye Weber
- Most Improved Award - Ella Anthony
- Excellence in Attendance and Engagement Award - Alek Pritchard
- Citizenship Award - Chloe Jones-Cordoba



IMAGE: Russel Praetz, Principal, Elispeth McInnes-Griffiths and Tanya Heaney-Voogt, Change, Leadership and Wellbeing Expert.

AMPOL All Rounder Awards

AMPOL Best All Rounder Award:

- Ryley Johnson
- William Berry

Scholarship and sponsorships

- Club 88 Scholarship Award - Affrickah Smith
- Gippsland Forest Lodge Scholarship Award - Kayne Hansch
- Baw Baw Shire Council Education Sponsorship Award - Lani Toms

RTO awards

- Classroom Student of the Year Award - Sumaiya Aabdeen
- Trainee/Apprentice of the Year Award - William Luttrell
- VDSS Student of the Year Award - Stephanie Morland

Learn Local Awards

- All Abilities Award - Paige Middleton Ross
- Pre-Accredited Award - Teagan Geroge



IMAGE: 2024 award winners. Back row from left: Alek Pritchard, Stephanie Morland, Ethan Djurcinovski, Elispeth McInnes-Griffiths, William Berry, Mary McInnes-Griffiths, Tayah Souter, Natasha Pavloff, Blake Barry, Brianna Graham-Dorling, Ryley Johnson and Affrickah Smith

Front row from left: Paige Middleton Ross, Breanna Orchard, Isabella Hart, Zahlee Farr, Lily Dollard, Chloe Jones-Cordoba, Lani Toms, Ella Anthony and Teagan George.

Additionally, the 2024 Industry Partner Award was presented to Little Saints Early Learning Centre, Warragul in recognition of the staff and educators' collaboration with CCG to enhance opportunities for learners to grow and succeed.

The 2024 Community Builder Award was presented to Transit Soup Kitchen and Food Support, Dandenong, operated by a group of committed community volunteers. They have welcomed ECG Secondary College students, providing volunteer opportunities that enabled them to learn new skills, gain valuable experiences, and challenge themselves.

In recognition of their service, dedication and contributions over the past 9 years, CCG awarded Life membership to two of its current Board members, Marianne Shearer and Iain Luck.

CCG extends their heartfelt thanks to:

Platinum sponsors:

- Gippsland Forest Lodge
- Fonterra
- Tanya Heaney-Voogt

Award sponsors:

- South East LLEN
- Warragul Crownlea
- Commonwealth Bank Warragul & Leongatha
- Warragul City Motors
- Evans Petroleum
- South Gippsland Bass Coast LLEN
- Baw Baw Latrobe LLEN, Club Hotel Warragul
- Biz IT
- TAFE Gippsland
- Skillinvest
- McFarlane Criminal Lawyers
- @reality Property Sales Gippsland - Courtney Crossman
- Space Carpet Court Warragul.

CCG acknowledges the generous donations extended by Club 88, Gippsland Forest Lodge and Baw Baw Shire Council, which contributed to the scholarship and sponsorship awards. Their generous support made this event possible and helped shine a spotlight on the achievements of CCG students.



IMAGE from left: Den Lim, Business Development Manager with award recipient Vanessa Watson, Trainer and Luana Brock, Pre-Accredited Coordinator at the Victorian Learn Local Awards Gala.

Learn Local Award — Vanessa Watson

Our pre-accredited trainer Vanessa Watson was awarded as a finalist of the Victorian Learn Local Pre-Accredited Trainer Award at the 2024 Learn Local Awards Gala on Friday 25 October 2024.

Vanessa teaches literacy and numeracy for adult learners with diverse challenges including dyslexia and learning disabilities, or those with English as a second language. Vanessa has made a remarkable impact on her students by making learning accessible and relevant to everyone.

Introducing years 9 and 10 classes at Warragul and Leongatha campuses

ECG Secondary College expanded its offerings by introducing year 9 and 10 classes to its Warragul and Leongatha campuses. By bringing purposeful education to year 9 and 10 students, ECG Secondary College aims to counter the disengagement trend and offer an alternative, supportive environment where every student can flourish academically and personally. The expansion aligns with the school's commitment to redefining education and addressing the evolving needs of today's students.



IMAGE from left: Michael Hickmott, Jayden Cooke (trainer), Haley Naylor (trainer), Nicole Gillard (trainer), Olivia Gibbon, Ella Crameri, Stephanie Morland, Leila De Groot and Robyn Dixon (trainer)

WGTTA Young People's Excellence Awards

Five of our outstanding CCG VDSS/Apprentice students were honoured with the Excellence Awards at the 2024 West Gippsland Trade Training Alliance-Young People's Excellence Awards, held at the West Gippsland Trade Training Alliance: Baw Baw Skills Centre, celebrating young individuals who have shown exceptional dedication and made significant contributions to their training, workplaces and future careers.

Our 2024 WGTTA award winners were:

- Leila de Groot- Certificate II in Community Services (VDSS)
- Olivia Gibbon — 2nd Year Apprentice Hairdressing.
- Ella Crameri- Certificate II in Horticulture (VDSS)
- Michael Hickmott — Certificate II in Workplace Skills (VDSS)
- Stephanie Morland — Certificate II in Salon Assistant (VDSS).



IMAGE from left: Dale Gemmell CEO, Bridget Cornish Leongatha Campus Principal, Tayar Souter ECG student, with Russel Praetz Principal at the opening of the new building.

IMAGE RIGHT: Lily Dollard, Leongatha campus

New facilities for Leongatha campus

On 27 June 2024, ECG Secondary College celebrated a major milestone with the opening of its new building, a \$1.5 million investment that enhances learning opportunities for students. Featuring four brand-new classrooms, this upgrade enriches the educational experience and supports the school's ongoing growth and development.

Beyond this significant infrastructure investment, we have also secured a 20-year lease with two five-year extension options, providing long-term stability and allowing us to plan for the future with confidence. As our campus continues to evolve, these developments reflect our unwavering commitment to providing quality, inclusive and innovative learning opportunities for student success. The new facilities stand as a testament to this progress, offering modern learning spaces that foster both academic and personal growth.

Since its establishment in 2015 with just nine students, the ECG Leongatha campus has experienced remarkable growth, with increasing demand and a growing waitlist for available places. This expansion underscores the school's dedication to providing quality education and a nurturing learning environment. The recent introduction of year 9 and 10 programs further broadens our curriculum, reinforcing our commitment to transforming lives through education and creating greater learning opportunities for all.

This achievement would not have been possible without the dedication and hard work of many individuals and organisations. We extend our sincere gratitude to everyone involved in bringing this project to life, with special thanks to John-Paul Mitilineos and the Department of Education and Training, Lindy McArdle and Independent Schools Victoria, Alan and Matthew from Crosier Scott Architects and Fleetwood Australia, who built the new classrooms.

Their collective efforts have played a crucial role in making this vision a reality, ensuring that our students have access to the facilities they need to thrive.

Free CCG courses

Recognising the challenges many face in pursuing education, CCG has introduced tuition fee-free courses for the academic year 2024. This initiative aims to remove financial barriers and support educational aspirations.

This program empowers individuals seeking personal growth, career exploration, upskilling, or re-entering the workforce, with courses tailored to local skills in demand. By making education more accessible, CCG strengthens employment pathways, skill development, and community prosperity across Baw Baw Shire and surrounding areas.

Through this commitment, CCG continues to foster lifelong learning, ensuring that everyone has the opportunity to achieve their educational and career goals —without the burden of tuition fees.



IMAGE: Lily Dollard, Leongatha campus



Partnerships

Discover CCG Day

On Tuesday 26 March, we proudly hosted the inaugural Discover CCG Day at our Warragul campus, a milestone event that brought together industry partners, businesses, service providers, community members, staff, students, and their families. This exciting day provided a unique opportunity for attendees to explore our facilities, engage with our programs, and connect with the broader CCG community.

We proudly showcased our strong business partnerships, celebrated student creativity through art displays, and highlighted the range of courses available at CCG. Visitors enjoyed live performances by our All-Ability Music Group.

As the first-ever Discover CCG Day, this event set the foundation for future opportunities to celebrate learning, collaboration, and community engagement. Its success was made possible through the generous support of our incredible partners, Artists for Kids Culture, At Work Australia, Clarity Services and Support, FedUni, Fonterra Darnum, GippSport, Kate Billingsley, Jana Group Pty Ltd (Warragul Crownlea), Latrobe Catchment Landcare Network, Latrobe Valley Authority, Madebytaylahrose, Mission Australia, OMG Donuts Baw Baw, Skills & Jobs Centre, Uniting Vic Tas, Workforce Plus and YMCA, to whom we extend our heartfelt thanks.





IMAGE: Launch Your Hospital Career course graduation.
 Back row (from left): Jessica Hastings, Alex Proctor, Anthony Mensfeld, Caleb Dumergue, Brendon Reid, Phoebe Knight and Anna Simonetta.
 Front row (from left): Michelle Treloar, Yokkan Kanjano, Jesselyn Griggs and Wayan Arcana.

Launch Your Hospital Career

In partnership with West Gippsland Health Care Group (WGHG), ACFE Learn Local, Latrobe Community Health Service, Warragul Community House, and Job Find, we launched a program to address local employment challenges. Designed to support entry-level careers in healthcare, the initiative provides training for individuals facing barriers such as low literacy, language, and numeracy (LLN) skills.

The inaugural Launch Your Hospital Career program was a resounding success, with twelve of thirteen participants graduating—many securing employment in healthcare or further study opportunities. The diverse cohort included stay-at-home parents, career changers, and recent migrants, showcasing the program's inclusive and supportive approach.

This partnership highlights CCG's commitment to workforce development, ensuring more people can access meaningful career pathways in West Gippsland's healthcare sector.

Learn & Earn Expo

CCG welcomed job seekers, students, and community members to the Warragul campus on 14 August for our inaugural Learn + Earn Expo. The event, in collaboration with leading job agencies and industry partners, created a valuable platform for career exploration and networking in the fields of Business, Individual Support, Early Childhood Education and Care, Hair and Beauty, and Horticulture. Featuring 10 exhibitors, including Apprenticeship Support Australia, Baptcare, Clarity Services, Federation University, Hays Recruitment, JobFind, Little Saints Early Learning Centre, Maxima, Skills & Jobs, and Workways - Transition to Work, the event showcased a wide range of local opportunities and study paths. Throughout the afternoon, visitors explored options for upskilling, apprenticeships, and traineeships, while exhibitors provided insights into in-demand jobs and necessary qualifications.

Sustainable horticulture practices

Our Certificate II in Horticulture students participated in an enriching and interactive workshop focused on sustainable horticulture practices. The workshop, led by Caroline Hammond, Latrobe Catchment Landcare Network Facilitator and Project Officer, and the West Gippsland Seedbank group, provided students with hands-on experience in seed harvesting and propagation. Following the workshop, students took part in a tree-planting exercise on the CCG Warragul campus grounds. Under the guidance of Caroline Hammond and the Latrobe Catchment Network, the students planted 244 native plants, deepening their connection to the local environment and their understanding of horticultural practices.

OUR PERFORMANCE

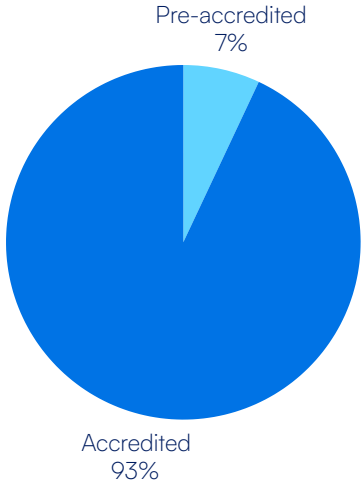
Total student contact hours

In 2024, CCG delivered a total of 106,365 student contact hours. Of this, 6,915 hours were allocated to pre-accredited programs, benefiting 73 students contributing to a total of 133 enrolments.

We have delivered 92,535 hours of accredited programs, serving 367 students.

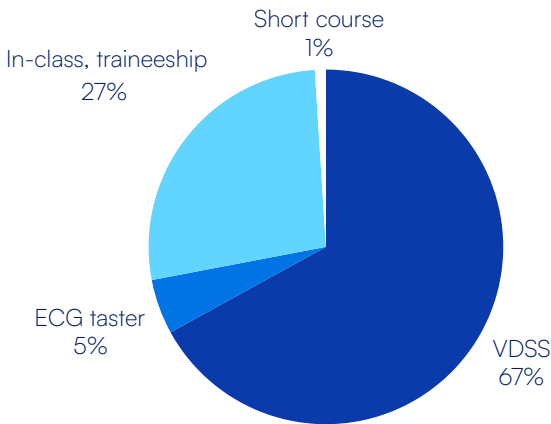
Of which, 61,696 VDSS hours were provided to 199 students across 19 schools, and 4,354 hours were provided to ECG Secondary College, where 103 students participated with 245 enrolments in our Taster program.

- Pre-accredited: 6,915 hours
- Accredited: 92,535 hours



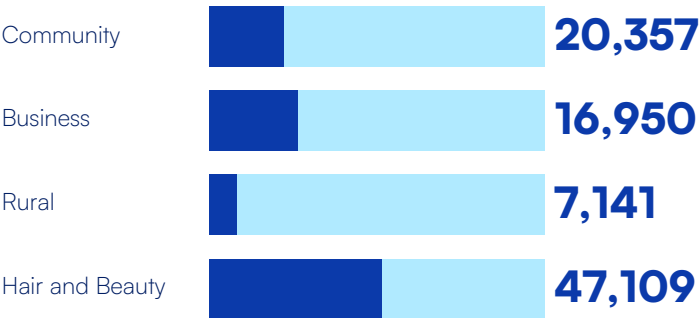
Accredited program contact hours

- VDSS: 61,696
- ECG taster course: 4,354
- In-class, apprenticeship and traineeships: 25,561
- Short courses: 924



Accredited program contact hours by department

The total accredited program contact hours across in-class delivery, apprenticeships and traineeships, ECG taster programs and VDSS programs were delivered in four departments.



Qualification by level

CCG awarded 130 nationally recognised qualifications and 115 statements of attainment for students who achieved passes in one or more units of study.



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
- Early Childhood Education and Care

Rural Studies:

- Horticulture

ECG Secondary College:

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

Short Courses:

- First Aid
- CPR

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:

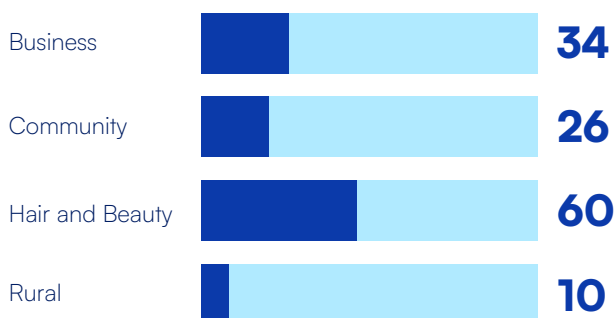
- Term 1 — Community Care
- Term 2 — Hair and Beauty
- Term 3 and 4 — Work Rural

STPP:

- Term 1 and 2 — Work Rural

Pre-accredited:

Courses offered to people in preparation for their future enrolment in accredited training or employment. These courses were delivered to 73 students in 2024.



SUMMARY OF OPERATING STATISTICS

Student impact

302

lives transformed
through alternative
secondary school

420

lives
equipped
through
vocational
education
and
training

6,915

hours of
training
delivered
through our
Learn Local

93.0%

of CCG students achieved their main reason
for training
2024 Victorian average: 76.7%

71.0%

of CCG graduates with an improved employment
status after training
2024 Victorian average: 76.7%

83.8%

of CCG students reported a positive perception of
teaching
2024 Victorian average: 75.2%

97.3%

of CCG students reported a positive perception of
the assessment process
2024 Victorian average: 82.6%

81.4%

of CCG students were satisfied with their training.
2024 Victorian average: 79.4%

78.4%

of CCG students would recommend us for training.
2024 Victorian average: 78.6%

Data source: Victorian Skills Authority Community
College Gippsland Limited (4181) 2024 RTO
Performance Summary Report.



100%

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

12,840

hours of wellbeing
support and
counselling provided
to students

55%

women in leadership
positions within our
organisation

Staff satisfaction

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

Inclusive Friendly

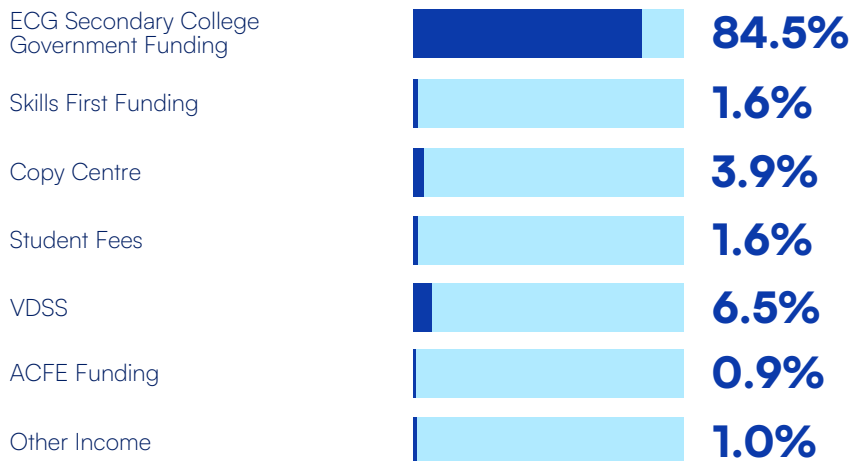
Supportive

Welcoming Flexible

OUR FINANCES

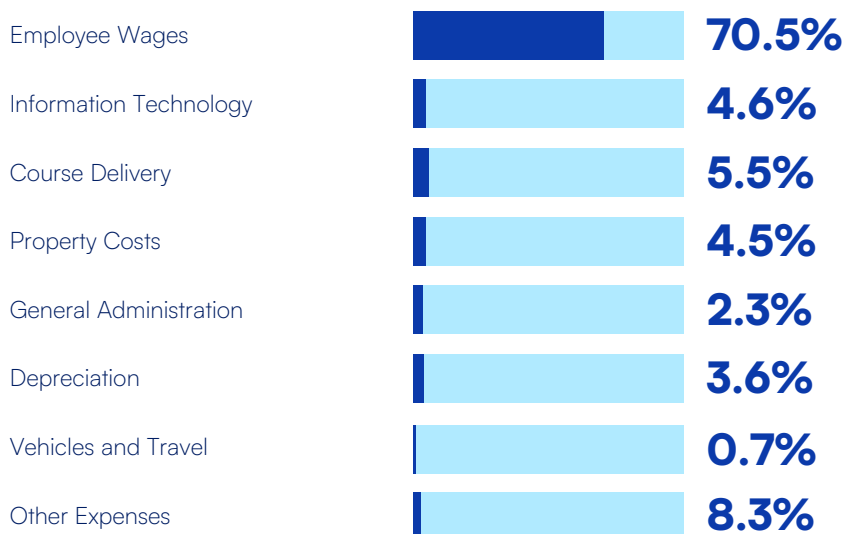
Income

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 would not be able to achieve our mission or contribute to our community as effectively as we do.

Throughout the 2024 teaching year, CCG employed 173 staff at various times in a range of roles across our four campuses. During this time, 29 staff moved on to new challenges and 55 new staff joined our team.

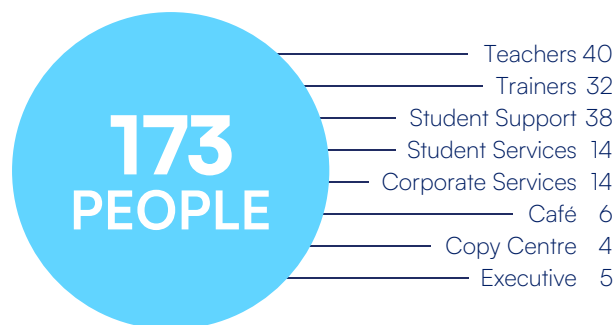
Providing additional support to our core staff are our volunteers, who dedicated their time and energy to supporting our students to succeed in the classroom

In 2024, our 20 volunteers included 15 members of our Board and committees:

- 9 directors
- 4 ex- officio
- 2 cadet appointments.

We also had 5 volunteers working in our facilities, assisting our students to thrive in and out of the classrooms. We thank them for their contributions of skills, knowledge and experience throughout the year.

Staff



Volunteers



OUR BOARD

Community College Gippsland is governed by a Board of Directors and community representatives who are from a range of education, health, manufacturing, engineering and community services industries and backgrounds. They volunteer their time and talent to enable CCG to drive its strategic objectives.



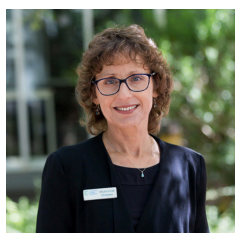
Joshua Chikuse
CHAIR

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.



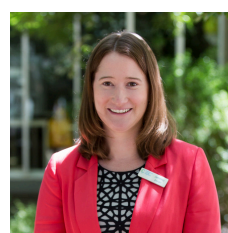
Kirstin Fox
DEPUTY CHAIR

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.



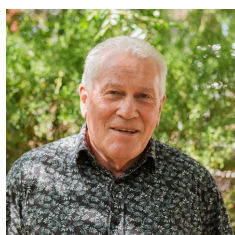
Marianne Shearer

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.



Gemma Swan

Gemma 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. Gemma joined the Board as a voting director in 2017.



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.



**Benjamin
Hollier**

Ben has over 20 years of experience in the financial services sector, and currently works in the corporate trustee services and fund management sector. He has spent over eight years abroad, where he taught English as a second language and is passionate about helping students get access to education due to the benefits this can bring to a person's future. Ben joined the Board as a voting Director in 2024.



Anita Tan

Anita is a systems thinker with more than 15 years of clinical and leadership experience in the health, non-profit, and forensic sectors. Professionally, Anita is a registered psychologist (AHPRA) with a PhD (Psychology) and a Master of Clinical Psychology. As a board director, Anita holds a Master in Corporate Governance and was a Victorian Board Leadership Program scholar. In the education domain, Anita is a psychology board-endorsed supervisor and clinical educator. Anita is deeply aligned with the constructs of cultural safety and intersectionality as steppingstones to the creation of inclusive and accountable governance systems. Anita joined the Board as a voting Director in 2024.



**Christina
Campbell**
CADET OUTGOING

Christina holds a Masters in Business Administration and registration as a registered nurse, with extensive experience of 30 years in the health sector. Christina is passionate about making a difference in health care and education of communities across Victoria, as Christina understands the importance of accessibility and meaningful connection to provide excellent outcomes. Christina has experience in strategic planning, workforce planning, and project management. Christina Joined the board as a cadet director in 2024.



**Rachel
Vander Koogh**
CADET OUTGOING

Rachel has a passion for fostering equity and inclusivity and has extensive experience in primary and secondary education. She recently completed her Master of Education at Harvard University and is currently undertaking her Master of Business Administration (MBA). Rachel also has experience in recruitment, financial dealings and classroom policy and procedure development. Rachel joined the CCG Board in a non-voting Cadet position in 2024.

EX-OFFICIO

In addition to elected and appointed members, we acknowledge the contributions of ex-officio members, who offer valuable insights and help maintain continuity in our governance and decision-making. As past board members, they bring experience and a deep understanding of CCG's purpose.



Jennifer Carmichael
EX-OFFICIO MEMBER



Howard Woodall
EX-OFFICIO MEMBER



Nick Dudley
EX-OFFICIO MEMBER



Des Williams
EX-OFFICIO MEMBER

BOARD CADET PROGRAM

For the sixth 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.

"I am inspired by the quote, 'When we give everyone the chance to learn, we open the door to endless possibilities,' and this embodies the vision we uphold at CCG, particularly through the Cadet Director Program we offer," said Board Chair Joshua Chikuse. "Our Cadet Program provides aspiring leaders with a transformative learning experience that is integral to their journey in becoming capable and forward-thinking future board directors."



Cadet director reflections

2023-2024 cadet Christina Campbell described the CCG Cadet Director Program as an invaluable opportunity to gain firsthand experience in board governance within a supportive and professional environment.

Reflecting on her experience, Christina said "With a background in healthcare, education, and strategic roles, I was eager to deepen my understanding of board operations and decision-making. The program provided mentorship, insights into governance, and exposure to diverse perspectives, all of which enriched my leadership journey".

If you are considering joining a board or contributing to CCG in the future, and you align with its vision and values, this program is a game-changer. It offers a transformative learning experience, equipping participants with invaluable board knowledge and an appreciation for the incredible education and leadership at CCG."

Fellow 2023-2024 cadet Rachel VanderKoogh, who is passionate about education—particularly for young people in Gippsland—sought an immersive learning experience to strengthen her leadership skills.

Rachel expressed "My experience in the program has been fascinating and incredibly inclusive. From day one, my fellow cadet and I were treated as valued members of the Board and encouraged to engage fully in discussions and decision-making".

"The program has provided me with strong collegial connections and a deep sense of preparedness for the boardroom. The support from my mentor, Iain Luck, the director of the cadet program, and my fellow cadet made me feel like I had a team guiding me every step of the way. This experience has been the best possible preparation for future board roles".

"I highly recommend this program. It offers a rare opportunity to be guided through the responsibilities of a director in a supportive environment. CCG is a vital regional education provider and having the chance to help shape its strategy and success has been invaluable. For anyone looking for leadership development with real, hands-on experience, this program is unmatched and should be embraced wholeheartedly."

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

SENIOR LEADERSHIP TEAM



**Dale
Gemmell**

CHIEF
EXECUTIVE
OFFICER

The Chief Executive Officer is responsible to the Board of Directors for the effective management of Community College Gippsland overall as well as the achievement of its strategic goals. In addition to providing guidance and support to the senior leadership team, the role ensures that sound policies, procedures and practices are in place that mitigate risk and maximise the organisation's ability to fulfil its vision and purpose sustainably. The CEO also holds the position of the Executive Principal of ECG Secondary College.



**Russel
Praetz**

PRINCIPAL
(ECG SECONDARY
COLLEGE)

The Principal is responsible for ensuring the delivery of quality education outcomes for ECG Secondary College students aligned to relevant VCAA and ACARA guidelines. The principal provides operational oversight of all ECG Secondary College campuses to ensure alignment to CCG/ECG policies and procedures and VRQA requirements. The role promotes and enhances a culture of exemplary Child Safe practices aligned to CCYP standards. The principal also provides instructional leadership to ensure staff capacity development aligns to VIT and AITSL standards.



**Peter
Quinlan**

EXECUTIVE
MANAGER
CORPORATE
SERVICES

The Executive Manager Corporate Services is responsible for the operation of the organisation's corporate services functions, ensuring the efficient operation of CCG and ECG Secondary College's educational services. This role manages key areas, including Facilities, Information Technology, the CCG Copy Centre, the Warragul Campus Café, and Finance (including payroll). The Executive Manager Corporate Services also serves as the Company Secretary and Public Officer for the Board.



**Janine
Ashton**

EXECUTIVE
MANAGER
GOVERNANCE
AND RISK

The Executive Manager Governance and Risk is responsible for ensuring CCG and ECG Secondary College complies with all statutory and regulatory requirements, including the overall compliance and quality assurance processes against all associated standards, frameworks, guidelines, and contract requirements. They also ensure that all risks are monitored appropriately in line with CCG's risk management framework and that risks are recorded within CCG's risk registers with appropriate risk assessment and mitigation strategies in place and effective. As well as leading continuous improvement processes across the organisation.



**Gordon
Talty**

EXECUTIVE
MANAGER
TRAINING

The Executive Manager Training provides academic and operational leadership and management of the RTO. The Executive Manager is responsible for the delivery of quality training and assessments whilst driving and promoting innovation and best practice across the RTO.

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

In 2019, we launched a philanthropy initiative aimed at supporting students who face various challenges and hardships. Many of our students deal with personal and financial struggles that affect their ability to succeed in school. Since then, thanks to the generosity of individuals, businesses, organisations, and community groups, we have received both financial and in-kind contributions. These resources enable us to implement programs designed to reduce barriers, helping our students thrive and reach their full potential.

Be a changemaker.



2024 Philanthropy program highlights

Awards night sponsorships

We are incredibly grateful for the generous support of our platinum sponsors: Freemasons Gippsland Forest Lodge, Fonterra, and Tanya Heaney-Voogt who, along with 14 other organisations, played a vital role in making our awards night a huge success. Their contributions help us continue celebrating the achievements of our students.

- Baw Baw Latrobe LLEN
- BizIT Australia - Warragul
- Club Hotel Warragul
- Commonwealth Bank Leongatha & Warragul
- Courtney Crossman
- Evans Petroleum
- Fonterra
- Freemasons Gippsland Forest Lodge
- Warragul City Motors
- Warragul Crownlea
- McFarlane Criminal Lawyers
- Southeast LLEN
- South Gippsland Bass Coast LLEN
- Skillinvest
- Space Carpet Court Warragul
- TAFE Gippsland
- Tanya Heaney-Voogt



IMAGE: Charlotte and Cass, Youth Workers of ECG Warragul campus securing kitchen appliances as a part of the Healthy Foods Program.



IMAGE from left: Dale Gemmell, CEO, Trish Castle, Managing Director Warragul Crownlea, Jessiah Collins, ECG student, Helen Mogensen, Marketing Director Warragul Crownlea Seam Mills and Bryce Mundy, ECG students.

Support for other initiatives

Our Healthy Foods Program remains a crucial initiative, ensuring that students who need food have access. A big thank you to Longwarry Food Relief for providing cheese sandwiches and supporting our efforts to combat food insecurity among students.

Thanks to a generous donation from Trinity Families, we are excited to announce the installation of new basketball rings at our Leongatha campus. This will provide more opportunities for students to stay active and engaged at school.






We also appreciate the support of Rotary Leongatha, whose contribution will go towards enhancing the Leongatha Sensory Space, creating a more inclusive and calming environment for those who need it.

The importance of educational opportunities cannot be overstated, and thanks to Club 88 and Freemasons Gippsland Forest Lodge, we were able to offer scholarship funds to support students in furthering their education and achieving their goals.

Additionally, we extend our gratitude to the Jana Group, whose funding has allowed us to purchase new equipment for our music program, enriching the creative experiences available to students.

These partnerships are invaluable in helping us provide meaningful support and opportunities for young people in our region. Thank you to all who contribute to making a difference in our community!

Keep in touch

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



OUR SCHOOL

ECG SECONDARY COLLEGE IN 2024



SCHOOL NO: 2062



ECG
Secondary
College

A WORD FROM OUR PRINCIPAL

Successful delivery of quality education in a Special Assistance School setting requires a deep connection of hearts and minds, along with the right approaches, support, and environment.

Since stepping into my role as College Principal in May 2024, I have come to appreciate the significant legacy built by ECG Secondary College since its inception in 2009. Through discussions and observations with staff, we identified best practices across our four campuses to improve student outcomes. My focus has been on unifying staff under our shared vision of enhancing social inclusion through the transformative power of education with agreed practices that were implemented with consistency and fidelity across all sites.

For our staff to drive meaningful improvements, it has been essential to cultivate a true culture of collegiality, collaboration and trust. We have created a supportive environment where reflective practice is encouraged, and every team member contributes to our mission of providing quality, inclusive, and innovative learning opportunities that empower individuals and enrich our community.

Our students arrive at ECG Secondary College from diverse backgrounds, often marked by past education disengagement and disenfranchisement. Our work aims to provide connection, identity, and belonging, aligning students with both our organisation's purpose and their personal goals, stimulating aspiration through improved wellbeing and attainment of accomplishments. We create a positive cycle, by enhancing wellbeing and supporting achievement. Wellbeing fuels success and success reinforces wellbeing, benefiting both individuals and the collective community.



IMAGE from left: Janine Ashton, Executive Manager Governance and Risk, Russel Praetz, ECG Principal and Tayla Diggerman, Youth Worker

2024 achievements

This year, our staff have actively implemented strategic initiatives, purposefully implemented new programs and enhanced existing programs.

The successful completion of the VRQA school review in 2024, affirms our commitment to continuous improvement.

To strengthen teamwork and professional growth, we designed, refined and implemented a collaboration model that provides a structured framework to guide high performance teams through continuous improvement. Through this, we developed the ECG Education Model, which honours the legacy of our history, recognising current excellence, and embracing future opportunities. Its design principles ensure agility and responsiveness, enabling quality improvements that meet the evolving needs of our learning community.

Key initiatives in 2024 include:

- Launch of year 9 and 10 programs: across Warragul and Leongatha campuses and conducted a review to enhance program delivery in 2025.
- Professional Learning Teams: Staff have completed training and established a structured framework for 2025, ensuring weekly collaboration to drive excellence in practice and support student success.
- Student Enrichment Programs: Each campus hosted a camp program for all students, complemented by an extensive excursion program to enrich learning through extracurricular experiences.
- Enhanced Vocational Pathways: We expanded VET taster offerings to ensure year 10 students have greater access to vocational pathways, integrating career education with work experience programs, and providing students with practical insights and real world opportunities.
- Strengthened Leadership: We appointed three Campus Principals and an Assistant Principal for Wellbeing and Engagement to enhance leadership across campuses.
- Strategic Planning: We developed an annual business implementation plan outlining key initiatives, actions, performance targets and measurable outcomes.

Looking ahead to 2025

As we prepare for continued growth and development in 2025, I extend my sincere gratitude to our staff, students, parents and caregivers. Your dedication and invaluable partnership have been instrumental in creating meaningful benefits for our learning community and beyond.

Russel Praetz

Principal — ECG Secondary College



IMAGE from left: Jorja Butler, Charli Redpath and Jakeb Taylor-Smith

OUR STORY

In July 2009, Education Centre Gippsland (ECG) Secondary College was established as a flexible, supportive alternative to traditional education, providing a pathway for students who faced challenges in the conventional system. ECG's responsive approach is designed to remove triggers, break down barriers to learning and support students on their educational journey.

Over the past fifteen years, ECG Secondary College has continued to grow, often exceeding demand for places. By 2022, the school exclusively offered the Victorian Certificate of Applied Learning (VCAL). In 2023, ECG introduced a new curriculum, replacing VCAL with two streams: the Victorian Pathways Certificate (VPC) and the VCE Vocational Major (VM). In 2024, ECG expanded its offerings by introducing Year 9 and 10 classes at its Warragul and Leongatha campuses, as well as Year 10 at its Pakenham campus.

The college's educational approach focuses on practical, hands-on learning that develops both work and life skills. With quiet and calm classrooms, students enjoy positive and effective relationships through personalised attention, allowing them to progress at their own pace.

At ECG, diversity is celebrated, and students from all backgrounds are welcomed and encouraged to embrace their individuality. The tailored curriculum reflects this commitment to inclusivity and support.

ECG Secondary College now operates campuses in Warragul, Leongatha, Pakenham, and Dandenong, with plans for further expansion to meet the increasing demand for alternative education options in the community.

OUR PHILOSOPHY

ECG Secondary College is dedicated to providing a holistic learning experience that prioritises student welfare and wellbeing. At ECG, students and staff work together in a supportive learning community where everyone is encouraged to THRIVE—both academically and personally. Our values celebrate each student’s unique journey, helping them set meaningful goals and reach their full potential.

Our Education Model

The ECG Education Model consists of four elements contributing to our objectives of wellbeing and accomplishment. The first element, our Learning Model provides the philosophical overarching statements of who we are, what we do and how we approach our work and is based on an acronym of the word THRIVE.

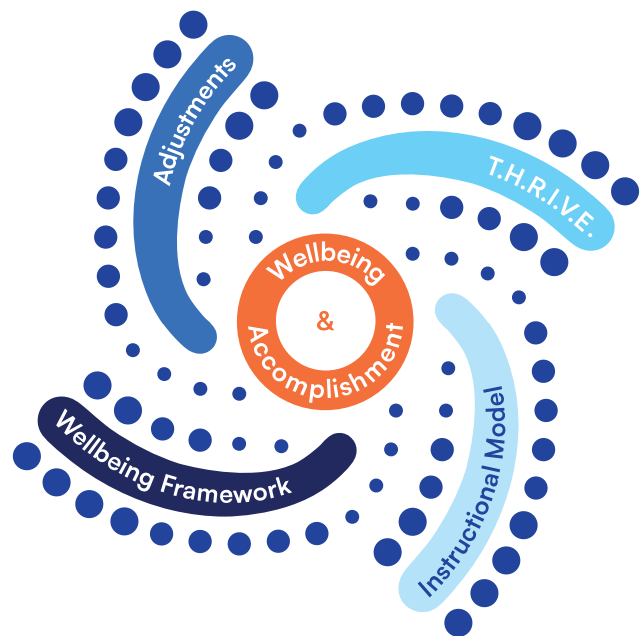
The T.H.R.I.V.E Learning Model forms the foundation of our curriculum, fostering a Therapeutic environment that supports the Holistic development of essential life skills. We focus on building Relationships that nurture growth while delivering Individualised education plans and differentiated instruction tailored to each student's needs. With a strong emphasis on Vocational pathways, ECG connects students to VET education and taster programs, ensuring Engagement, Enrichment, and Excellence at every stage of their education.

Our curriculum promotes resilience, confidence, health, wellbeing, and practical life skills, all tailored to student interests. At the heart of ECG’s educational offerings are the four pillars of applied learning, supported by rich experiential learning opportunities in years 11 and 12, and project-based learning aligned with the Victorian Curriculum Standards for years 9 and 10.

With a student-centred, flexible learning approach, we provide a tailored curriculum that develops personal, social, academic and life skills. Our goal 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.

Our Instructional Model

The second element of the model is the Instructional Model, which captures and documents our pedagogical and collaborative approaches for ensuring excellence in teaching and learning through the delivery and refinement of nine domains of instructional practice.



Wellbeing Framework

The third element of the ECG Education Model is our Wellbeing Framework which documents our wellbeing curriculum and programs through a tiered intervention approach based on the positive psychology education model of PERMAH+. The acronym PERMAH+ is built from the concepts of Positive emotions, Engagement, Relationships, and learning that have Meaning and purpose leading to Accomplishment and Healthy lifestyle choices through (+) effective positive decision making. Our Wellbeing framework includes key elements, guiding principles and effective collaborative practices to support our school community build and maintaining safety, positive relationships and wellbeing. It supports our staff to build a positive and inclusive environment through flexible and individualised learning, evidence-informed practice, provision of wellbeing support and the explicit teaching of holistic mental health and emotional regulation so our students can focus on themselves, their learning and their positive futures.

Implementation

The final element of the ECG model is the development, documentation and implementation of a diverse range of adjustments to ensure our learners are supported based on individual needs to engage effectively as learners to experience accomplishment.

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 2024, 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
- SHB20121 - Certificate II in Retail Cosmetics
- AHC20422 - Certificate II in Horticulture
- SHB30121 - Certificate III in Beauty Services



Other training providers:

- 22586VIC - Certificate II in Integrated Technologies (3D Printing & Robotics)
- UEE22020 - Certificate II in Electrotechnology (Career Start)
- R1120720 - Certificate II in Civil Construction
- 22338VIC - Certificate II in Building and Construction Pre-apprenticeship
- FBP20217 - Certificate II in Baking
- SIT20316 - Certificate II in Hospitality
- AUR20720 - Certificate II in Automotive Vocational Preparation
- TLI20420 - Certificate II in Supply Chain Operations
- ACM20121 - Certificate II in Animal Care
- SIT30916 - Certificate III in Catering Operations
- CUA31020 - Certificate III in Screen and Media
- ICT30118 - Certificate III in Information Digital Media and Technology
- HLT33015 - Certificate III in Allied Health Assistance
- TLI30321 - Certificate III in Supply Chain Operations
- BSB30120 - Certificate III in Business (online) VDSS



Taster Program

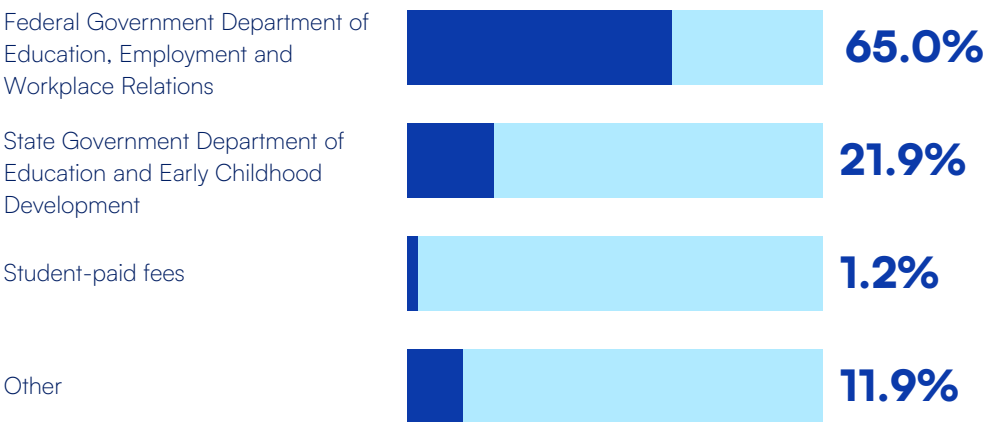
- | | | | |
|----------------|---------------------|-----------|--|
| Work Rural | Selected units from | AHC20416 | - Certificate II in Horticulture |
| Work Skills | Selected units from | BSB20120 | - Certificate II in Business |
| Community Care | Selected units from | CHC22015 | - Certificate II in Community Services |
| Hair Care | Selected units from | SHB20216 | - Certificate II in Salon Assistant |
| Beauty | Selected units from | SHB20121 | - Certificate II in Retail Cosmetics |
| First Aid | One unit | HLTAID010 | - Provide basic emergency life support |

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



Expenditure

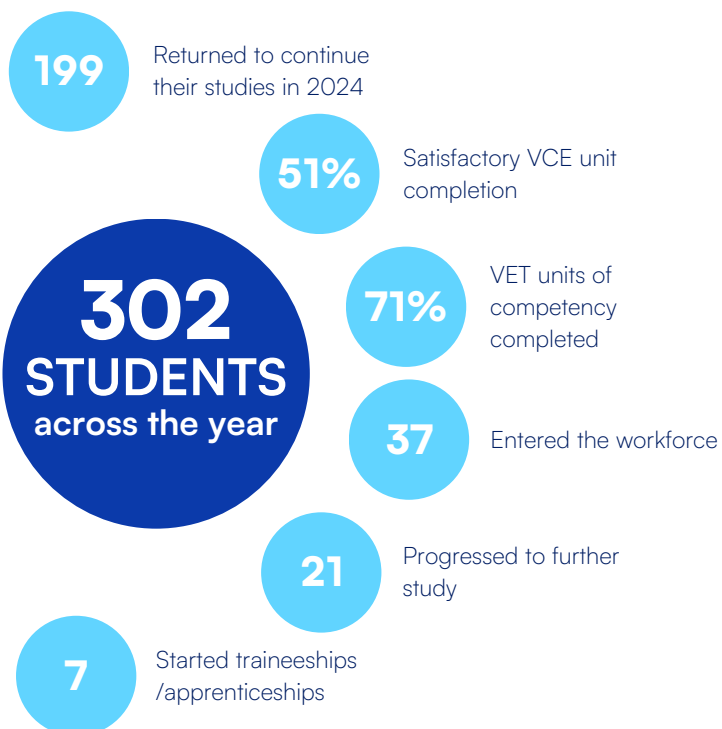
The expenses of ECG Secondary College fall into three categories:

- 1.Staff Wages
- 2.VDSS
- 3.Other Expenses





Destination data

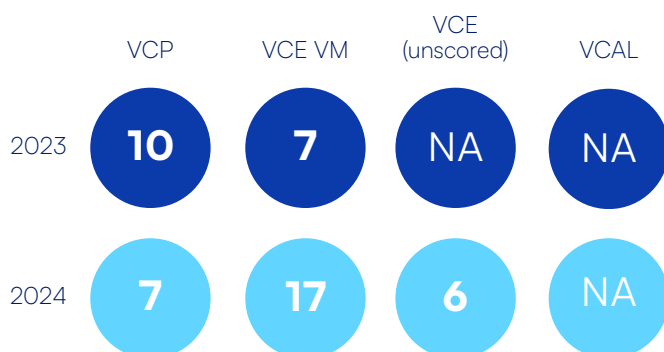


Census data



Certificate completion by level

In 2022, 27 students were awarded a VCAL qualification.



Attendance

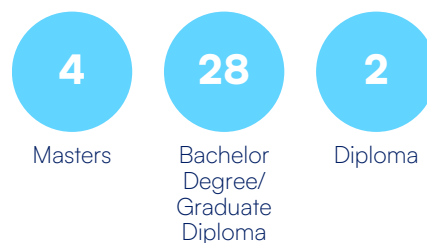
The ECG Secondary College cohort includes students from all walks of life facing various obstacles to their education. These challenges include financial difficulties, unstable housing, limited transportation access and mental health issues. As a result, many of our students find maintaining regular attendance at school challenging.

It is encouraging to see that this group of students typically experiences a notable increase in attendance at ECG compared to their participation in other educational settings. This improvement is largely due to the unique environment of our school, which offers smaller class sizes, a higher level of support, and learning opportunities that align with future employment. ECG provides daily assistance to keep our students engaged and attending school.

The ECG program is intended to operate five days a week, but we adopt a highly individualised approach to learning for students returning to the classroom after extended absences. This method tailors the experience to meet each student's specific needs, helping them engage more fully in school. It aims to rebuild their ability to focus, regulate their emotions, and socially reconnect in a safe and supportive environment.

In 2024, ECG Secondary College recorded an attendance rate of 56%, reflecting the impact of our flexible and student-centred approach in re-engaging learners with education.

Teacher qualifications



Benchmarking

Benchmark results and comparisons with previous year. ECG Secondary College conducted NAPLAN testing for eligible students in line with the ACARA processes.

The 2024 NAPLAN data for ECG College can be accessed by visiting <https://myschool.edu.au/school/40835/naplan/results>.

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24

RTO No: 4181



(03) 5622 6000
info@ccg.asn.au
ccg.asn.au



CCG
Community
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