

2022 ANNUAL REPORT



CHAIRPERSON'S REPORT

Greetings friends of VICSEG New Futures. This year again we anticipated a more normal experience but that was not to be. Our organisation has once more navigated disruption, lockdown and frustration.

Yet here we are showcasing another year of wonderful achievements. On behalf of the Board, I congratulate our Executive Director, Maree Raftis, her management team and our dedicated and skilled staff. Your persistence, enthusiasm and perseverance inspire us all. Even in the face of

many unexpected challenges, you have met all the requirements of our funding bodies and contractual arrangements and helped maintain our good reputation with government and funding bodies. As a result, VICSEG New Futures remains on a very firm financial footing and our future looks very positive!

My sincere thanks to my fellow Board members for their engagement and continuing commitment. Switching Board meetings to Zoom has been a constructive move and seen effective

support and guidance delivered for the organisation throughout the year.

I also extend my deep thanks to all the families, communities, organisations and government departments who have supported and partnered with us in 2022. We could not have achieved so much without you - 2023 beckons with the hope of even better things to come.

Eva Wakim
Chairperson

EXECUTIVE DIRECTOR'S REPORT

The now almost three-year pandemic has had many impacts - we have mourned the loss of life, been frustrated by disruptions and despaired not seeing our friends and family.

Nevertheless, we have grown in unexpected ways and renewed our joy and admiration for each other, our students, and participating families. We have reflected on who and what is important to us, what kind of workplaces we want and how to best deliver services.

We have seen many transformational changes this year, some driven by students and families, others by community need:

- After training online through lockdowns, many more students are now registering their interest to continue online. In response, we are upgrading our e-learning capacity, so our quality training can remain accessible outside of our traditional face-to-face classrooms.
- With playgroup and community program families increasingly asking for digital literacy training - and thanks to some new funding - we will soon offer practical digital skills training so they can stay connected.
- In addressing critical staff shortages in the Care sector, we've improved

our employer relationships - working together like never before to graduate truly work-ready employees. In fact, we have two new Board members from the Care sector due to these relationships.

- Additional funding through a Business Continuity Grant also saw us undertake some transformations of a more practical kind: renovations of our Coburg and Epping receptions, the development of new campuses at Craigieburn and Werribee, and our beautiful garden space in Coburg for staff, students and the community.

My thanks to our Board for their support and guidance through another complex year. Thanks also to the federal government, various state government departments, local governments, and others for their ongoing funding support. And most importantly, thanks to our wonderful leadership team and staff for your resilience, energy and good humour, and for engaging and inspiring our students, families and their children throughout 2022. I look forward to 2023, as we continue to rebuild and transform, striking out towards new horizons.

Maree Raftis
Executive Director



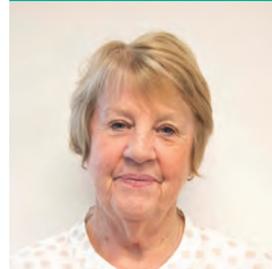
Eva Wakim



Himalee Karunasena



Marie Vassallo



Lynne Beaumont



Ivana Csar



Maree Raftis



Phileas Lee

NEW FUTURES TRAINING

New Futures Training delivered another dynamic accredited training program in 2022 with outcomes that again exceeding state averages across the board.

The COVID-19 pandemic has seen considerable skills shortages in industries that form a huge part of our training/employment pipeline – Early Childhood Education and Care, Individual Support (Aged Care), Disability Support and Health Services.

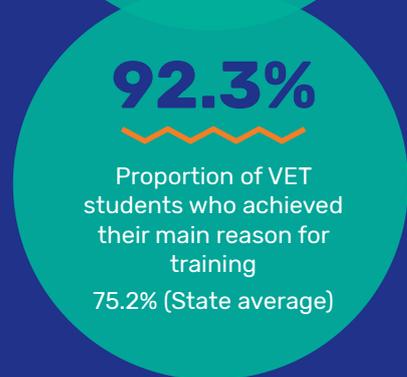
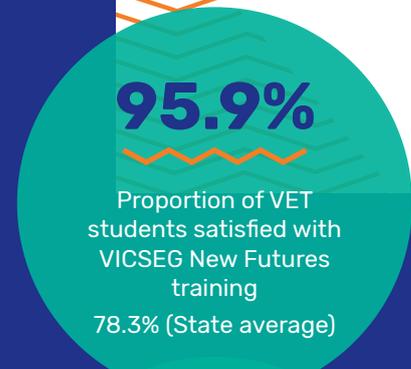
This year saw us strengthen our industry partnerships, develop formal relationships with many Health Service providers (including The Royal Children's Hospital, Brunswick and Northern Hospitals, Symmetry Health, Royal Freemasons) and update our training programs to align with changes across various employment sectors. These steps ensured access to more

meaningful employment outcomes for our graduating students.

We updated our Childcare and Education Support courses to increase the emphasis on practical based training and workplace assessment. And for our Education Support courses, we also invested heavily in technology and digital training, so our students can gain the necessary digital literacy skills to support primary and secondary school students who use technology daily.

Additionally, we opened a new campus in Craigieburn (City of Hume) and upgraded to a new campus in Werribee (City of Wyndham) to make face-to-face training accessible to even more students.

While face-to-face training will always be central to our delivery, and is the preferred method for many of our students, the pandemic has seen a growing proportion of our cohort engaging digitally in learning and



life. We continue to respond to the changing needs of our student cohort by investing in our online learning and digital capacity.

We'd like to acknowledge our state government funding body – **Skills First, Victorian Department of Education and Training**. They have helped provide funding subsidies to a large proportion of our students to access accredited training at a low cost.



COMMUNITY PROGRAMS

Over the past year with its ups and downs, our Community Programs have continued to offer support, connection, information and education to a diverse range of people from across the north and west of Melbourne.

Just some of VICSEG New Futures' signature programs that have continued to be delivered over the past year include:

- **Playgroups for New Arrivals**

Building the capacity of migrant, refugee and asylum seeker families to increase their social participation and community inclusion. In 2022, 420 families enrolled with their 476 children across 28 playgroups!

"After 4 continuous weeks we can see a huge difference in [our child]. Now he is very comfortable, independent, has developed social skills, made friends, and is very excited to go to playgroup. He enjoys the rhyme time, parties, toys, bubbles, and outdoor playing."

- **Stronger Families, Stronger Babies**

Pregnancy and postnatal support for women and families newly arrived from India living around Melton South. This is an exciting collaboration with VICSEG New Futures, Murdoch Children's Research Institute, City of Melton - Maternal & Child Health Service, Foundation House and Western Health - Bacchus Marsh Maternity Service.

- **Learning Together Parent and Child English Literacy Program**

One of our award-winning success stories! Learning Together is a two-hour English literacy program to help parents improve their English while their children are cared for nearby by qualified early childhood educators, and includes a shared session between parents, children and educators using parenting skills as a teaching tool. In 2022, we partnered with five schools across Hume and Brimbank to deliver the program to more than 70 women and their children.



YOUTH PROGRAMS

A taste of our Youth Programs, both new and ongoing, which continue to provide meaningful connections for young people.

Staying in the Education Loop 2022-2024

Delivered in partnership with English language and secondary schools in Melton, Wyndham, Moonee Valley and Merri-bek, for refugee and migrant Year 10 and 11 students. To improve engagement, they meet weekly in small groups, and are mentored and supported with individual goals, academic achievements, leadership and communication skills and social awareness projects.



Financial Wellbeing 2021-2024

A weekly interactive program for the preventative financial wellbeing of young women in Years 10 and 11 from multicultural backgrounds. The key focus is building financial literacy through budgeting, superannuation and understanding gendered economic environments and their impacts on women. Participants build an awareness of financial and dowry abuse – and how to identify and respond to signs – and learn how to access support services.



Youth Justice Community Support Services (YJCSS)

A partnership of five services in Melbourne's northwestern region to provide intensive support to young men on parole from youth custody. The program helps young people develop a strong sense of connectedness to community and family, self-identity, wellness and self-determination.



Inclusive Schools Program 2022

Supporting students in Wyndham Western English Language School to improve their English, leadership skills and confidence, and prepare them to successfully transition into mainstream secondary school. Students meet weekly to develop individual and group activities based around education outcomes, social engagement and community connections.



Youth Justice Worker, Yousif Mohamed, supports migrant and refugee youths who are in custody or on parole, and supports their parents to navigate the difficulties of home visits, child protection orders and institutional lockdowns.

SECOND STITCH



VICSEG New Futures operates a textile-based social enterprise called 'Second Stitch'. Part of our service includes clothing alterations and repairs, plus small-scale production for local businesses wanting local and ethically made products. In partnership with New Futures Training, we also offer a Certificate III in Clothing and Textile Production course where students can develop their skills to industry standards and receive specialised mentoring and support.

After being heavily impacted by the pandemic, 2022 has allowed us to welcome students back into the studio and recommence all our training programs. The growth seen in the enterprise over recent years has enabled students to gain valuable volunteering (and employment) opportunities within the broader enterprise.

After receiving considerable interest from several communities in the Western region, we decided to invest in a textile studio at our Braybrook campus. The second half of 2022 saw us launch two new specialised classes and a separate studio where students from other courses and the local community can be mentored by one of our seamstresses.

We have recently applied to have Certificate IV in Clothing Production added to our scope of registration, which will provide our Certificate III graduates a further pathway to develop their skills with the goal of employment within the sector.

Campus locations:

Braybrook

Unit 9, 6 South Road,
Braybrook,
VIC, 3019

Coburg

11 Munro Street,
Coburg
VIC, 3058

Craigieburn

Level 1, Office 2C, Building D,
420-440, Craigieburn Rd,
Craigieburn
VIC, 3064

Epping

1E, 560 High Street, Epping,
VIC, 3076

Second Stitch

Level 1/377 Sydney Rd,
Coburg
VIC, 3058

Werribee

9 Bridge Street,
Werribee,
VIC, 3030

CHOIR

Those attending our Annual General Meetings in recent years have heard the VICSEG Lullaby Choir – a joint initiative of VICSEG New Futures and the Centre for the History of Emotions at the University of Melbourne in 2016. The Choir promotes cultural connection and conciliation through lullabies from the world over.



Despite the challenges of Zoom rehearsals and COVID restrictions in recent years, the choir has remained an integral part of staff wellbeing – a space to share and sing and explore our commonalities.

Open to all abilities and cultures, with members encouraged to share songs from their own childhoods, the VICSEG Lullaby Choir has learnt and performed lullabies in Hindi, Tagalog, Portuguese, Arabic, Tamil and Sinhala, to name a few.

GARDEN SPACE TRANSFORMATION



A COVID silver lining was our decision to create a beautiful, usable garden from an abandoned plot of land adjoining our car park in Munro Street. Owner, local businessman Simon Mavropoulos, had no immediate plans for the space, so we signed a lease in September and embarked on a transformation.

Our transformed garden – delivered thanks to the extraordinary energy of many staff, under the leadership of former Executive Director and garden tragic, John Zika and our Operations Manager, Rebecca Venning – has led to the formation of a Garden Club. Meeting every Friday afternoon, these garden lovers continue the dream of a productive and restful space for all to enjoy. With a healthy collection of thriving tomatoes, strawberries and chillies, a watering system soon to be installed and tables and chairs on their way, staff and students have a wonderful outdoor area to enjoy.

EMPLOYMENT CENTRE AND JVES

This year we also initiated our Employment Centre, built at 7 Munro Street Coburg, culminating in the creation of a wonderful mural.

The Centre is the final step in our students' journeys. Upon completing their course, they can come in and receive assistance with their resume, brush up on interview skills, receive employment related financial assistance and help to secure meaningful employment.

We also use the centre to deliver our Jobs Victoria Employment Services (JVES) contract – proudly delivered since 2016 and funded by the Victorian Government – which offers personalised employment support to secure work for long-term unemployed jobseekers, or those at risk of being unemployed long-term.



FINANCIAL OVERVIEW

Statement of profit or loss and other comprehensive income for the year ended 30 June 2022

	2022	2021
REVENUE	\$	\$
Revenue From (Non-Reciprocal) Government Grants and Other Grants		
Federal government grants	1,902,025	1,407,312
State government grants	9,770,688	9,977,040
Local Government grants	184,467	152,920
Total Revenue From Government Grants	11,857,180	11,537,272
Other Income		
Individual Student fees	177,046	343,662
Community & Youth grants	575,766	570,905
Philanthropy	25,000	68,864
Sundry Income	529,590	3,445,900
Total Other Income	1,307,402	4,429,331
TOTAL REVENUE	13,164,582	15,966,603
EXPENDITURE		
Staff expenses	8,762,432	8,357,342
Administration expense	1,364,733	911,307
Training Costs & Supplies	255,190	261,506
Children & Youth Programs	63,187	30,877
Family Day Care Educators	1,214,762	1,032,600
Environmental Expense	457,600	346,757
Other Expenses	217,783	115,407
Depreciation and amortisation expense	1,098,057	979,237
TOTAL EXPENDITURE	13,433,744	12,035,033
Surplus/ (Deficit) before income tax	(269,162)	3,931,570

Statement of financial position as at 30 June 2022

	2022	2021
ASSETS	\$	\$
Current Assets		
Cash and cash equivalents	9,821,891	12,057,030
Trade and other receivables	51,701	82,076
Other assets	1,916,759	1,205,201
Total Current Assets	11,790,351	13,344,307
Non-Current Asset		
Trade and other receivables	67,867	96,185
Property, plant and equipment	729,457	373,241
Intangible assets	4,210,397	2,361,439
Total Non-Current Assets	5,007,721	2,830,865
TOTAL ASSETS	16,798,072	16,175,172
LIABILITIES		
Current Liabilities		
Trade and other payables	717,685	899,899
Deferred Income (Grants Received In Advance)	144,061	980,139
Provisions	953,684	1,018,594
Lease Liability	832,796	839,709
Total Current Liabilities	2,648,225	3,738,341
Non-Current Liabilities		
Provisions	34,983	45,156
Lease Liability	3,630,473	1,638,122
Total Non-Current Liabilities	3,665,456	1,683,278
TOTAL LIABILITIES	6,313,681	5,421,619
NET ASSETS	10,484,391	10,753,553
EQUITY		
Retained earnings	10,484,391	10,753,553
TOTAL EQUITY	10,484,391	10,753,553

HEARTFELT THANKS TO OUR FUNDERS AND PARTNERS

Australian Government: Department of Social Services

Victorian Government: Departments of Education & Training (Skills First), Economic Development, Jobs, Transport and Resources (Jobs Victoria), Health & Human Services, Justice, Premier & Cabinet.

Local Government: Cities of Brimbank, Hume, Melton, Merri-bek, Whittlesea, and Wyndham

Our Community Partners: Hume and Brimbank School Community Hubs, CatholicCare, Council for Adult Education, Centre for Excellence in Child and Family Welfare, Playgroup Victoria, Drummond Street Family Services, Jesuit Social Services, Uniting, The Smith Family, Arabic Welfare, Murdoch Children's Research Institute, Australian National Research Organisation for Women's Safety, Health Ability, DPV Health, Northern Community Legal Centre, Diversewerks, Multicultural Centre for Women's Health, Health in Kind, Darebin and Merri-bek Youth Services, The Northern Community Support Group, West Justice, Utopia, Wyndham School Community Hubs



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