



Credibility and Innovation – the key ingredients of another successful year

After a mid-year visit by key departmental managers, New Futures Training was approved for an additional 473 training commencements for this year and an extension of our Skills Victoria funding agreement to 2020. It is an emphatic recognition of the credibility of our organisation.

As the detail of this report shows, it has been another outstanding year for VICSEG New Futures. Some of the highlights to which we would like to draw your attention include:

- Delivery of a Certificate IV in Youth Work specially tailored to the skills-set needed by a group of trainee Imams and youth leaders from mosques in the northern suburbs – most likely a first in Australia
- Receipt of a half million grant from the Department of Premier and Cabinet to continue our highly innovative playgroup program for refugee families for the next two years and extend it into the south-east
- Set-up of a New Futures Employment Enterprise Hub at no. 3 Munro Street as a base for our employment initiatives
- Management of a 30 place Occasional Child Care facility at the Broadmeadows Leisure Centre enabling more parents – particularly women – to take up on arrival English classes
- Expansion of our highly successful mediation program with young South Sudanese background offenders in the Parkville and Malmsbury Youth Justice Centres.

As a peak multicultural agency for the early childhood sector, we made a comprehensive submission to the Parliamentary Inquiry into Early Childhood Engagement of CALD Communities and followed up with a presentation at the public hearing. Furthermore, *Learning Together*, our highly successful Parent and Child Literacy Program, has won the Victorian Multicultural Commission Early Childhood Education Award for Excellence.

In documenting the year's outcomes, we need also to acknowledge the people who make up the organization. Firstly, we extend our gratitude to the Board of Directors who give of their time and energy voluntarily to ensure that VICSEG New Futures operates effectively in line with its purposes. Then we thank the executive management team for their leadership and commitment and all our enthusiastic staff whose collective efforts contribute to creating an engaging, friendly and respected organization.

We close the year with a very special vote of thanks to Janet Elefsiniotis. Janet holds a unique place in the VICSEG story. As the director of the Australian Greek Welfare Society's Child Care Centre, she was a driving force behind the founding of the organization and became its first chairperson in 1980. In 2012 she accepted the offer to join us again to lead and expand our community programs. Since then she has made an outstanding contribution. We wish her the very best in her retirement. ✨

EVA WAKIM
Chairperson

ELIAS TSIGARAS
Executive Director

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A fond farewell and best wishes to Janet Elefsiniotis, our Community Programs Manager, for her retirement ✨

Board & Management: (front L-R) Marie Vassallo, Maree Raftis (G/Mgr. New Futures Training), Annalivia Carli Hannan, Eva Wakim (Chairperson).

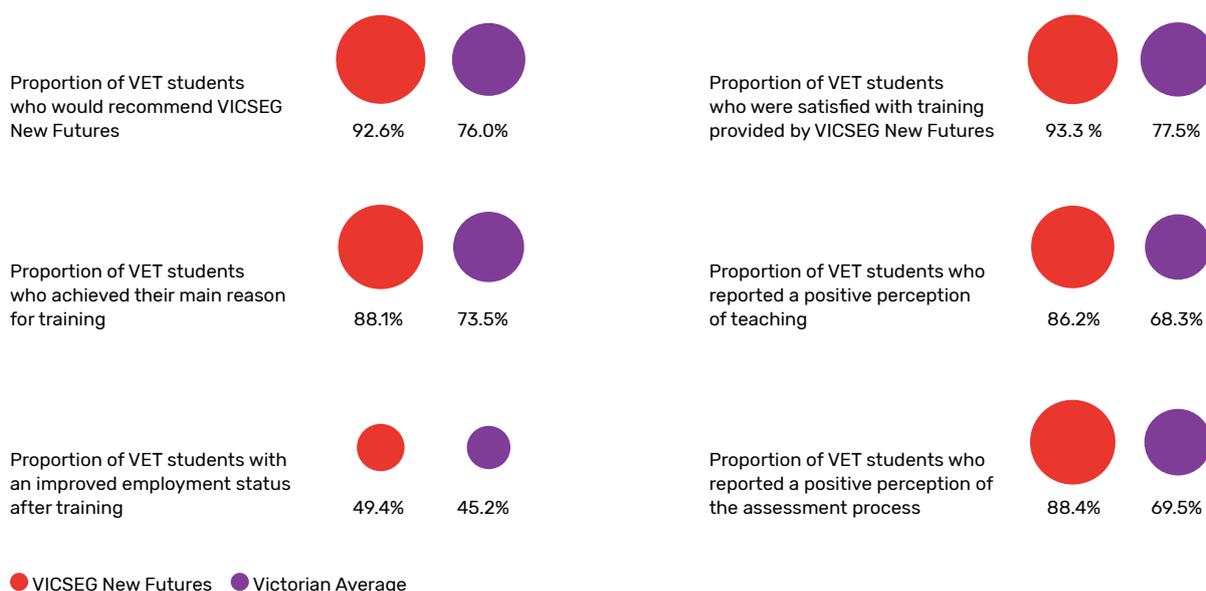
(Back L-R) Liban Yusuf, Lynne Beaumont, Elias Tsigaras (Exec. Director), Ivana Csar (Secretary), Janet Elefsiniotis (Retiring Mgr. Community Programs)

TOP PERFORMANCE

3rd year running

We are delighted that once again the annual Performance Indicator Report, collated by Skills First on the basis of student interviews, has shown that in all categories New Futures Training is performing well above the Victorian average. Here is an overview:

Performance measurement examples



We are proud of these figures, because they demonstrate that we are truly delivering high quality training and our students are acknowledging that. The satisfaction levels are also reflected in the high numbers of students who continue to look to us to enable them to start a career in the care sector.

Overall we can report on a very positive and productive year for the New Futures Training team.

Here are some of the highlights

- High enrolment and completion rates for our Certificate IV in Disability following increased employment opportunities through the NDIS.
- Certificate IV in Education Support has been added to our scope in response to high levels of interest in Certificate III in Education Support and the availability of jobs as Teacher Aides.
- Consistent numbers completing Certificate III in Individual Support with **72%** of those entering the workforce with ongoing and sustainable employment. This is testimony to the strong relationships we have with employers in the aged care and home care sectors and, of course, the high quality of our graduates.
- Our first class of **29** graduates in the Advanced Diploma of Community Sector Management completed earlier this year with very positive feedback across the group. Most of the students are already working in leadership roles in the community sector. A further **31** are expected to complete their course in December.
- **249** students have completed Certificate III in Education Support courses during 2019 – some of whom commenced in 2018.
- **615** students have completed Early Childhood Education and Care courses during 2019 – some of whom commenced in 2018.
- **431** of those are now working in the Child Care sector. ✨

Raising happy, healthy children

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Through our community programs we endeavour to provide a continuum of care for families with young children from birth to school age. Evaluation shows that these programs are much needed, have high participation rates and positive impacts on parenting confidence and young children's development and readiness for school.

Family mentoring for newly arrived migrant and refugee families: this program underpins all our community work and provides individual and group support for over 500 immigrant families with young children across the northern and western suburbs of Melbourne. In addition to helping parents connect with local services such as maternal and child health, playgroups and kindergartens, our place-based teams of bicultural family mentors deliver lots of activities in local school hubs and community settings. Some examples this year include financial wellbeing courses for women, settlement and social health support groups, Westside Circus workshops, Song Room sessions, bilingual story-telling in libraries, dental health programs and peer support for parents of children with disabilities.



Refugee Pregnancy Information and Group Care: Delivered in partnership with the Murdoch Children's Research Institute, this program continues to demonstrate the importance of culturally sensitive birthing practices for improving the health outcomes of refugee families. Our family mentors work with Karen Burmese mothers at the Mercy Hospital in Wyndham and Assyrian/ Chaldean mothers at the Northern Hospital in Hume to support them during pregnancy and birth. In 2020, the pregnancy group care program will become available to South Sudanese and Iraqi Muslim mothers as well.

500

newly arrived migrant and refugee
families supported by our Family
Mentoring Programs

Supported Playgroups: With ongoing financial support from the Victorian and Australian governments, we continue to facilitate 40 playgroups that benefit over 800 parents and 1,200 children each year. Our weekly playgroups are well attended by families from cultural backgrounds that include: Assyrian-Chaldean, Iranian, Syrian, Iraqi, Hazara, Indian, Pakistani, Bangladeshi, Sri-Lankan Tamil, Nepalese, Filipino, South Sudanese, Horn of Africa, Chinese, Vietnamese, Chin and Karen Burmese.

Demand for our ALL TALK bilingual playgroup program continues to grow, particularly amongst very recently arrived refugee parents looking for opportunities to engage in play-based conversational English with their children. Our playgroups also promote family safety by providing a welcoming and supportive environment where parents can engage in conversations about respectful family relationships. This year 30 of our bilingual playgroup leaders received training to learn how to identify women and children who may be experiencing family violence and how to provide culturally sensitive support.

Learning Together Parent and Child English Literacy: Combining an English course for parents with on-site childcare, followed by a bilingual playgroup helps children to prepare for kindergarten and school whilst supporting the development of their home language. Delivered in school community hubs this Learn Local initiative also helps parents gain confidence in being able to talk to teachers, early childhood educators, maternal child health nurses and other health professionals. Supporting over 300 families each year, the Learning Together program encourages parents to remain actively engaged with their child's learning. In many cases the experience has given mothers confidence to take on more formal English learning and take up vocational courses with New Futures Training. ✨

Working with young people: leadership & aspiration

Certificate IV in Youth Work

The first three Youth Work courses established this year have had some very unique and creative features.

The first course has been based in the Northlands Youth Hub, a location that has enabled the 22 participants from diverse backgrounds to experience a variety of youth activities run by Darebin Youth Services and connect with staff. The partnership with a youth service has provided opportunities for practical work placements and future employment. A number of the students have already secured casual and part-time youth work positions.

The partnership model has been repeated in the City of Moreland with a course beginning more recently in the Oxygen Youth Centre in Coburg. The intention is to develop a similar approach with Council Youth Services next year in the west of Melbourne.

The third course commenced this year involves a mixed group of young people who are developing leadership roles in the Islamic community. The young women are currently active at the MyCentre, a Multicultural Youth Centre in Broadmeadows and the young men are in training to become Imams at the Preston Mosque.

This is a unique initiative undertaken by the Northern Community Support Group to better address the increasingly complex needs of Muslim young people. It has the support of the Australian Multicultural Foundation and the Islamic Society of Victoria. New Futures Training is proud to be the training partner in what we believe to be an Australian first.

Programs for Young People

Through the following programs we provide opportunities for young people to achieve their aspirations, overcome adversity and remain connected with their families and communities:

Inclusive Schools: Our refugee student engagement and support program was offered in 9 south west secondary colleges (including the Western English Language School). 57 students received incentive scholarships and weekly group mentoring provided by tertiary students from Victoria University. Program participants were from a diverse range of cultural backgrounds.



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Young trainee Imams
completing Certificate IV
in Youth Work

With ongoing support from our key funding partner Gandel Philanthropy, an Inclusive Schools component has been added to the program. Participating schools have introduced more structured group activities focused on social inclusion, such as an 'Africa Day' for Melton students and a school holidays program the with Western Bulldogs.

Refugee Youth Justice Community Support: This program, now in its tenth year, assists young refugee men to maintain family connections, while in youth detention or on parole and helps them to access crucial services such as health, housing, education and employment.

South Sudanese Elder Mentoring: Our capacity to provide cultural support for young people in youth justice has been expanded to include more individual mentoring by a community elder from within the detention facility. The South Sudanese elder, who is part of our youth team, visits young people in custody twice a week and also supports their families. ❖

SECOND STITCH: moving into retail

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Since launching our Certificate III in Clothing and Textiles program in May last year, we have witnessed an enormous growth in interest and are now running classes six days a week in Coburg as well as on Fridays in Braybrook! Additional classes are planned for Braybrook next year. The migrant, refugee and asylum seeker participants in the program are busy learning new techniques and building on existing skills brought with them from their many homelands.

The rapid rise in the number of students engaged in the course has been the impetus for a dramatic expansion of *Second Stitch*. We now have a fully equipped textile studio with industrial and domestic sewing machines, a cutting room, learning zone and production area. Staff and volunteers have spent time re-branding the space and the enterprise with a new logo and a range of new products for sale in our stylish on-site retail outlet. Cushions of all sizes, veggie bags, pot plant holders, tea towels and bags of many shapes and sizes. The option is there to have cushions made to your specifications.

In addition, the repairs and alteration service continues to provide a great learning opportunity within the enterprise. As well as the skills developed in repairing and altering clothing, the fundamentals of organising a small business are part of the learning process. Estimating costs, time management, financial aspects such as cash flow, card services and marketing on social media are all part of the experience.

Second Stitch offers a ten week paid internship for selected Clothing and Textile students to further develop their skills as seamstresses, creative textile workers for small business operators. The internships, while modest in hours and pay, are still proving to be a valued opportunity and are highly sought after by our students.

Future plans include the development of an online shop to sell the range of products created at Second Stitch by our seamstresses. Follow us on Facebook and Instagram to keep up to date with the regular workshop program and get a glimpse of the people and textiles that make up Second Stitch. ✦



More opportunities for real jobs



220

graduates placed into sustainable and ongoing employment in 2019

627

people placed in work since September 2016

92%

of new students have identified "to get a job" as their intention to study

New Futures Training is strongly geared towards employment outcomes for our graduates, in line with their aspiration to find employment. Over 92% of students presenting to enrol at New Futures Training have identified "to get a job" as the major reason for their intention to study.

Over the last three years a key strategy for building pathways into work for our graduates has been the **Jobs Victoria Program**:

- During 2019, we will have placed over 220 graduates into sustainable and ongoing employment.
- This makes the total number of people we placed in work through Jobs Victoria since the beginning of the program in September 2016 is a staggering 627 people!
- On the basis of these results, we have been offered a further extension to our contract to assist those people from refugee and migrant backgrounds who are seeking ongoing and sustainable employment in the care services sectors. This means that we will be able to prepare, place and support a further 150 job-seekers into work in 2020.

The establishment of a new **Employment Enterprise Hub** at 3 Munro Street will encourage an even stronger focus in the organization on employment outcomes. It will house the Jobs Victoria Program, our existing Family Day Care Service as well as our planned Home and Community Care Service. This service will expand our capacity to be direct employers of those we train, while ensuring that the care staff employed in our service reflect the the cultural diversity that the community needs and expects.

Earlier this year New Futures Training was successful in applying for a licence to run a 30 place **childcare centre at the Broadmeadows Leisure Centre**. The purpose built facility is managed by us on a five days per week basis and is operating at full capacity, mainly caring for the children of those recently arrived refugees who are undertaking on arrival English programs. The centre provides high quality childcare, is an employer of our graduates and a supportive environment for our students on placement – as are the three other occasional childcare centres operating in our three main campuses. Through our partnership with the Adult Migrant English Program (AMEP) we are looking for other opportunities to implement the model.

KEY FINANCIAL RESULTS

“VICSEG New Futures has again this year achieved a high level of revenue, primarily due to increases in Skills First funding and in training fees as a result of enrolment growth. On the other hand, expenditure increased slightly by 1.5% on the previous year. The surplus achieved this year has enabled the organization to make an investment in the new venue at 3 Munro Street and in additional equipment for Second Stitch.”

– Himalee Karunasena (Honorary Treasurer).

Statement of profit or loss and other comprehensive income for the year ended 30 June 2019

	2019	2018
REVENUE	\$	\$
Revenue From (Non-Reciprocal) Government Grants and Other Grants		
Federal government grants	805,702	776,317
State government grants	8,545,968	8,436,116
Local Government grants	34,481	59,417
Total Revenue From Government Grants	9,386,151	9,271,850
Other Income		
Individual Student fees	875,069	776,056
Community & Youth grants	514,753	475,082
Philanthropy	65,000	78,000
Education Grants	80,860	87,891
Sundry Income	1,011,614	858,413
Total other income	2,547,296	2,275,442
TOTAL REVENUE	11,933,447	11,547,292
EXPENDITURE		
Staff expenses	7,791,998	7,655,889
Administration expense	677,728	630,951
Training Costs & Supplies	264,181	309,328
Children & Youth Programs	19,594	23,168
Family Day Educators	463,305	491,807
Environmental Expense	1,045,351	966,677
Other Expenses	25,747	11,149
Depreciation and amortisation expense	142,609	187,267
TOTAL EXPENDITURE	10,430,513	10,276,236
Surplus/ (Deficit) before income tax	1,502,934	1,271,056

Statement of financial position as at 30 June 2019

	2019	2018
ASSETS	\$	\$
Current Assets		
Cash and cash equivalents	4,686,738	3,572,495
Trade and other receivables	147,145	56,044
Other assets	854,684	743,034
Total Current Assets	5,688,567	4,371,573
Non-Current Asset		
Trade and other receivables	103,933	93,116
Property, plant and equipment	386,032	308,887
Intangible assets	84,408	0
Total Non-Current Assets	574,373	402,003
TOTAL ASSETS	6,262,940	4,773,576
LIABILITIES		
Current Liabilities		
Trade and other payables	668,562	606,957
Deferred Income		
(Grants Received In Advance)	71,333	216,901
Provisions	715,975	638,322
Total Current Liabilities	1,455,870	1,462,180
Non-Current Liabilities		
Provisions	209,304	216,564
Total Non-Current Liabilities	209,304	216,154
TOTAL LIABILITIES	1,665,174	1,678,744
NET ASSETS	4,597,766	3,094,832
EQUITY		
Retained earnings	4,597,766	3,094,832
TOTAL EQUITY	4,597,766	3,094,832

We acknowledge the generous support from our Funders and Partners

Australian Government: Department of Social Services

Victorian Government: Department of Education and Training (Skills First /ACFE), Department of Jobs, Precincts and Regions (Jobs Victoria), Department of Health and Human Services, Department of Justice and Community Safety, Department of Premier and Cabinet (Multicultural Affairs & Social Cohesion)

Local Government: Cities of Brimbank, Hume, Maribyrnong, Moreland, Whittlesea, Wyndham and Mitchell Shire

Philanthropic Organisations: Gandel Philanthropy, Gaudry Foundation

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, MiCare, Spectrum, Arabic Welfare, The Song Room, Victoria University, Westside Circus, Murdoch Children’s Research Institute, Australian National Research Organisation for Women’s Safety, Carrington Health, DPV Health, Tweddle Child & Family Health Service, Berry Street, Northern Community Legal Centre, Diversewerks, Multicultural Centre for Women’s Health, Health in Kind, Western Bulldogs, Darebin and Moreland Youth Services and The Northern Community Support Group

THANK YOU FOR YOUR SUPPORT

**Coburg
(Head Office)**

11 Munro Street
Coburg Vic 3058

Ph: +61 3 9383 2533

**VICSEG Community
Programs**

2/398 Sydney Road
Coburg Vic 3058

Ph: +61 3 9353 5811

Second Stitch

1/377 Sydney Road
Coburg Vic 3058

Ph: +61 3 9354 2193

Braybrook

9 & 10/6-12 South Road
Braybrook Vic 3019

Ph: +61 3 8398 5000

Epping

1E/560 High Street
Epping Vic 3076

Ph: +61 3 8401 6700

Werribee

3-4/67 Watton Street
Werribee Vic 3030

Ph: +61 3 8754 0500