



etaustralia
EMPLOYMENT TRAINING & EDUCATION

Employment and Training Australia Limited

Annual Report
2021





Some of ET Australia Secondary College's Years 7 to 10 campus staff dressed up for a formal Friday activity.

Table of Contents	• Our Approach	3
	• Chairman's Report	4
	• CEO's Report	5
	• Highlights	6
	• Secondary College	7
	• Highlights	10
	• Training College	13
	• Highlights	16

ET Australia aims to develop and provide products and services to enable individuals to achieve their full potential.



Our organisation exists to help people find and maintain employment.



The organisation collaborates across the community through active engagement with local businesses, local community organisations, schools, individuals and government to develop innovative place based approaches to improving employment opportunities, helping people find and maintain jobs.



ET Australia actively contributes to the social and economic growth of the NSW Central Coast region.

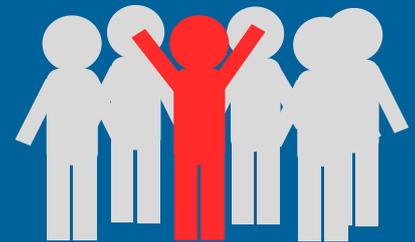
ET Australia is committed to maximising opportunities, innovations and alternatives.



We value commitment to the individual.



We identify and direct services and support to satisfying the needs of our customers.



Our Core Values are:

A commitment to quality and innovation

Respect for the individual

Response to individual needs

THE CHAIRMAN'S REPORT

It is with pleasure that I provide this overview of ET Australia in respect of the calendar year concluding 31 December 2021.

Without doubt, the highlight of the year was the official opening of our new school facilities by the Federal Minister for Education, Mr. Alan Tudge, accompanied by the Federal Member for Robertson, Ms. Lucy Wicks. Both were obviously impressed with our outstanding school facilities and our dynamic school model.

Having had the pleasure of visiting both school sites on a number of occasions, one cannot help but take great pride in what we have achieved, and I must congratulate our school Assistant Principal, Lachlan Scott, and our dedicated school staff.

As was the case with all organisations throughout Australia, we had to battle with the impact of Covid through the necessary lockdowns and imposed isolations. The interruptions to the training college and to the school had a significant impact on the Company.

The lockdowns significantly reduced enrolments in the training college. This obviously presented a challenge to Cath Roden, our Training College Manager, who has deftly innovated to place ET Australia even closer to employers and industry and has extended our partnerships with various local enterprises. An example of the change initiated is planning for a pre-employment program within the aged care sector that will be launched through Alino Living in early 2022.

Indeed, whilst our financial report indicates that we recorded a profit of \$820,000 for the year, this, in fact, includes a \$1 million capital building grant to assist with the \$3.8 million building works undertaken and, as such, the Company experienced a loss of \$180,000 in real terms.

THE CHAIRMAN'S REPORT

Another highlight occurred in August when ET Australia welcomed a new Tamaruke puppy as our official support and wellbeing dog. Named "Buddy", she has been a wonderful boost to staff and student morale. ET Australia is accredited through the Dogs Connect Program that provides the training and framework to have a working dog in our school and training college.

Certainly 2021 proved to be a most demanding year and credit must go to all of our staff, with the leadership of CEO Tony Mylan, for the way in which they took up this challenge and kept the Company going.

On behalf of the Board of Directors, may I extend to Tony and all of our staff our deep gratitude for their continued loyalty and commitment and assure them that the Central Coast is a better place for their efforts.

Graham McGuinness OAM
Chairman

THE CEO'S REPORT

ET Australia assisted in excess of 650 people during the reporting period.

The 2021 academic year was another successful year for ET Australia's delivery of services to the Central Coast community. ET Australia assisted in excess of 650 people in their quest for secondary education, vocational training and employment.

ET Australia Secondary College, funded as an independent high school, delivered a NESA accredited model of education for Years 7 to Year 12 students different to the norm.

ET Australia continued its range of services delivered by the Adult Training College and it has delivered traineeship training and assessments in businesses all over the Central Coast.

Our success in placing people into employment and our high rate of customer satisfaction are testament to our record.

Tony Mylan
CEO

HIGHLIGHTS



Riley Morrow standing in front of the Training College.

ET Australia Training College first introduced Riley when he started in April 2021 as a trainee. In the short time Riley was employed with ET Australia he has learnt the role of a long-standing team member and upon her retirement, Riley took over the role entirely.

Riley embarked on finishing his traineeship and continuing his employment with ET Australia while studying HR at University.

Riley is a great example of what a traineeship can do for your career.

Congratulations Riley!

The Hon Alan Tudge MP - The Federal Minister for Education and Youth, along with our local Federal Member for Robertson Lucy Wicks MP, and other dignitaries attended the official opening of ET Australia Secondary College's (ETASC's) new Years 7 to 10 and Years 11 and 12 campuses, held in the Years 7 to 10 school hall.

The Hon Alan Tudge MP officially opened the campuses by unveiling a plaque commemorating the event.



Left to Right: Tony Mylan CEO, The Hon Alan Tudge MP, Lucy Wick MP, Graham McGuinness OAM and Chairman.

ET Australia Secondary College

Our school model provides educational opportunities for students who thrive in a small school environment.



Year 7 student participating in a Technology practical lesson.

At ET Australia Secondary College our curricular focus has enabled our teaching staff the ability to provide differentiated learning experiences that are designed to prepare students for the world of work and foster a life-long love of learning. With a focus on providing the students with employability and self-management skills, our learning environment encourages students to concentrate on achieving their best.



In 9 years, our school's constant increase in enrolment numbers have reflected the community's need for our school model - a safe and nurturing educational environment for young people.



In 2021, ET Australia's first Year 11 cohort began their HSC journey at the college. We explored this option as a result of the overwhelming demand from students graduating in Year 10 wishing they could continue their studies at ET Australia Secondary College.



In 2021, 84% of students attended school on average each school day.

ET Australia Secondary College Senior Biology students presenting an assessment task which focused on how information passes from parent to offspring.



Student enrolments at ET Australia Secondary College (ETASC) have progressively increased since the school opened in 2013. From 2013 until 2020, ETASC students concluded their schooling with us by completing Year 10. In 2021, ETASC expanded further by welcoming our first Year 11 students.

After completing Year 10 in 2021, ETASC students had five options :-

- Continue their schooling with ETASC or at another high school to do their HSC
- Take up an Apprenticeship or Traineeship
- Enrol in a vocational qualification at TAFE NSW or another approved training organisation
- Undertake full time paid employment
- Participate in a combination of education, training and employment

In 2021, 50 out of the 53 students have progressed into one of the above options. Figures can be seen below:



There are 3 students ETASC have been unable to contact so we cannot record an outcome for these students. The above outcomes for students confirms 94.3% success rate for ETASC with their pathway plans.

From 2021, ETASC is a NESAC accredited Years 7 to 12 high school providing students the opportunity to complete their HSC. From 2022, ET Australia will report on the pathways and progress of our graduating Year 12 class each year.



Year 8 Students who wrote letters to letters to large businesses about the importance of sustainability.



Year 10 students attending their COVID safe celebration assembly in 2021.

In 2021, ET Australia Secondary College's first Year 11 class began their HSC journey at the college. Providing students with the ability to continue their education and achieve the HSC has been something many past graduates have communicated a desire for ETASC to provide. Our inaugural Year 11 class consisted of 28 students, 18 continuing students, 8 new students and 2 former students who completed Year 10 in 2019.

HIGHLIGHTS

ETASC Year 10 Student attending the Year 10 COVID safe celebration assembly.

HIGHLIGHTS



ET Australia Secondary College moved into two brand new, purpose-built school facilities for our Years 7 to 10 campus and Years 11 & 12 campus.

The Years 7 to 10 campus is located in the Imperial Shopping centre and the Years 11 & 12 campus is located on the first floor of the ET Australia Building 125 Donnison Street Gosford. The new facilities provide ETASC the ability to replicate the facilities we had in our old premises and increase the size of the 12 purpose-built classrooms, 2 computer labs, a science lab, 5 smaller learning spaces for individualised learning experiences, and a study space called the Knowledge Hub. The new school hall, office/admin areas, student kitchens and staffrooms also increased in size in comparison to our old facility.

Both campuses were designed in consultation with SHAC designs and the construction work was undertaken by North Construction & Building. These new premises have allowed the school to grow in student numbers and offer additional years of schooling – Years 11 & 12.

HIGHLIGHTS



48 ET Australia Secondary College Year 10 students successfully achieved their Record of School Achievement (RoSA). 21 of those students have decided to continue their secondary education at the college in 2022 to form part of ET Australia Secondary College's Year 11 class.

ETASC students and staff who participated in the Bay to Bay 12km fun run and half marathon in 2021. The Bay to Bay provides scholarship funds to our students in both the school and the Training College.



ET Australia launched the Dogs Connect program in Term 3, 2021. This is a program across ET Australia's School and Adult Training College which saw the introduction of our well-being dog 'Buddy'. Buddy has become a much loved and important member of our community.

Training College

The total number of enrolments from 1 January 2021 to 31 December 2021 were 441.



ET Australia Training College Introduction to Care Work short course graduating students.

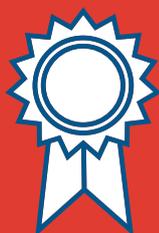


ET Australia staff member Dana at the Employment Now expo at Lakehaven Shopping Centre.



ET Australia Training College student Ellie who completed her traineeship in CHC30113 Certificate III in Early Childhood Education and Care.

In the Training College the majority of programs delivered were subsidised under the NSW Government's Smart and Skilled initiative. The subsidised training was available for both full and part qualification programs.



The total number of enrolments from 1 January 2021 to 31 December 2021 were 441.



Our main delivery sites for classroom based job seeker programs were ET Australia's Gosford campus, our campus at the Young Parent's Hub at Wyong as well as programs delivered onsite in various workplaces.



All existing worker and traineeship programs were delivered on site in the workplace

Our student demographic:



Our existing worker enrolments increased by 30% over the previous calendar year.

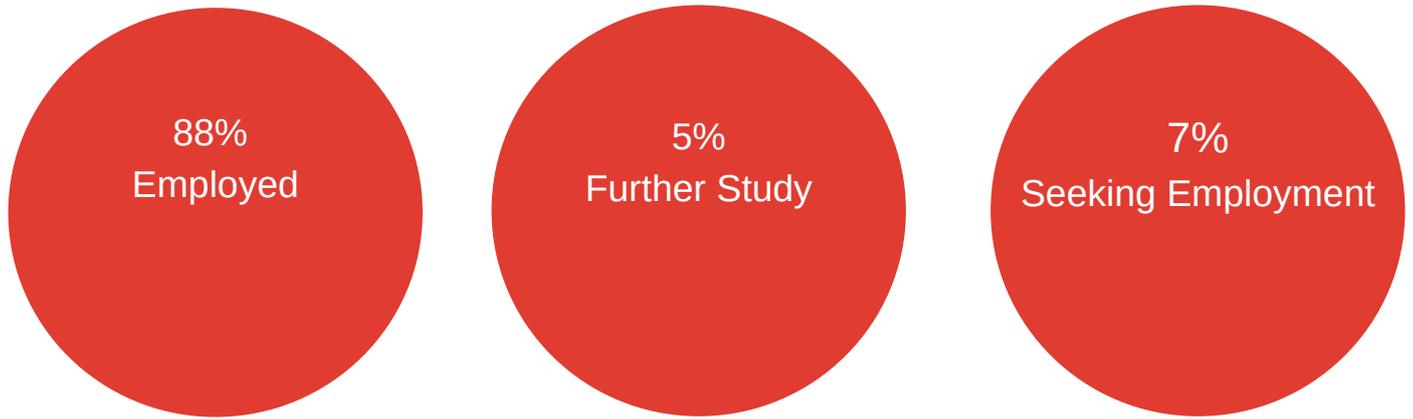


Our workplace trainee enrolments increased by 28% over the previous calendar year.



Jobseeker enrolments represented 90% of our overall student numbers.

Job seeker outcomes are followed up 12 weeks post program completion. The following outcomes were achieved for the 146 job seekers we were able to contact who graduated from their training.



Certificate III in Individual Support Students class photo.



Bronwyn– secured employment prior to completing her course.



Robyn – completed CHC33015 Certificate III in individual Support (Ageing) in January 2021. After completing the course Robyn gained employment immediately at Peninsula Villages. Umina.

Congratulations to ET Australia Training College graduates Robyn and Bronwyn!

Bronwyn secured employment about halfway through her course at a local disability service provider and is loving her new career. She is enjoying the flexibility she has in her employment, and the ability to work around her family commitments.

Robyn completed the CHC33015 Certificate III in Individual Support (Ageing) qualification and gained employment making a successful career change. Upon graduating, Robyn was offered employment with a local aged care facility.

"I loved doing my CHC33015 Certificate III in Individual Support (Ageing) with ET Australia. The trainers are amazing and I can't recommend them highly enough for people to go and train with them. Best training and well looked after. If you hit a brick wall, they certainly help you around it, with the utmost care and encouragement." - Robyn

RTO ID 90084

HIGHLIGHTS



Optus Pre Traineeship Program Students onsite at the Optus Call Centre.

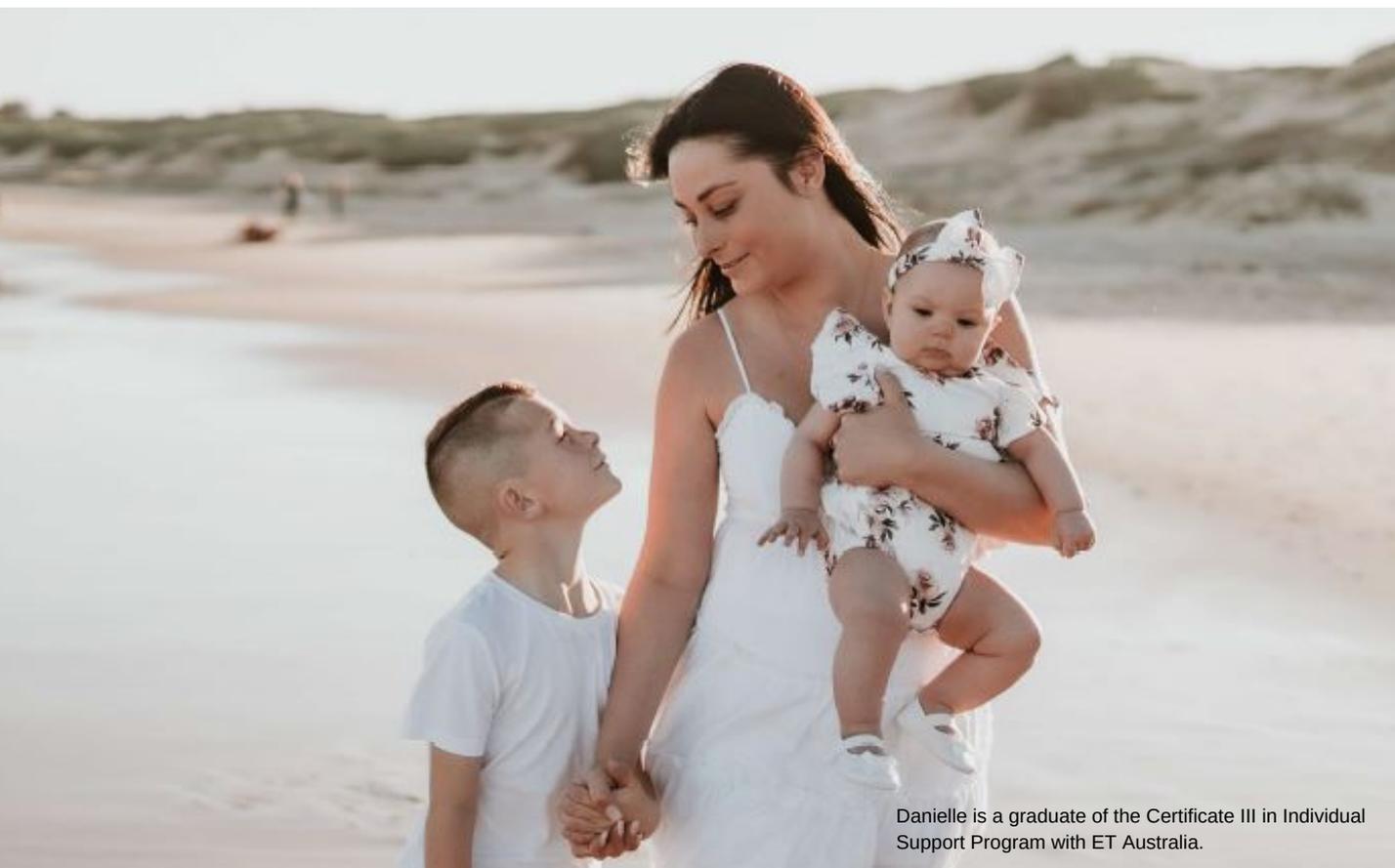
Due to the negative impacts of COVID-19, including lockdowns overseas, there was an increase in the need for workers in call centres in Australia.

In September 2021, ET Australia Training College partnered with a local Optus call centre to conduct a pre-traineeship program to help train and recruit staff in this area of need. ET Australia's Business trainer Dione, worked closely with Smile (the call centre for Optus) prior to the start of the program. Dione spent time at their office to get a feel for the company culture and learn what a typical day looks like. Dione said, "This was so useful, as it allowed me to tailor the training specifically to what they need."

The training for this program was conducted at the Optus call centre in Tuggerah, which gave students insight into the daily duties and responsibilities of a call centre employee and helped them to determine if this was a career path they would like to pursue.

Training on the premises also meant that the General Manager and Director of Smile was able to meet with the students, discuss the positions available and answer any questions they had. By conducting this program, we were able to assist a Central Coast based business affected by COVID-19 to train and recruit staff while helping to secure employment for those who otherwise may have found themselves unemployed due to the pandemic.

All graduating students from the pre-traineeship program were offered traineeship employment, allowing them to develop their skills and confidence whilst earning an income. The success of this program resulted in additional trainees being employed beyond 2021 to meet Smile's workforce development needs.



Danielle is a graduate of the Certificate III in Individual Support Program with ET Australia.

Congratulations to ET Australia Training College graduate, Danielle!

After seeing the ad for the aged care program on Facebook, Danielle contacted ET Australia and met with our friendly Product Specialists to commence the application process. She had always wanted to work in the aged care industry, but didn't know if it was the right time, given she was a single mother with two young children and especially given we were in the middle of a major pandemic and lockdown.

"I didn't know if this was something I would be able to achieve..."

Luckily, Danielle took the plunge and started studying in the program three days a week. She juggled the full-time study load, attended class, mum life and ran a household all whilst looking toward that finish line and remembering the bigger picture.

With the support of her dedicated Trainer/Assessor, Danielle was not only able to complete the qualification, but very quickly gained employment in the industry, where she continues to work today. "My experience with ET was nothing short of amazing. My teacher Tracy helped me achieve my goals and made the experience fun and enjoyable.

I have more confidence within myself to achieve anything I put my mind to, and I can now go further with my studies to become an RN.

This has helped me in so many ways to support my family and save money to buy a house for my children.

This has had a massive impact on my life, it's finally given me the freedom to go to work and feel like I have a purpose, to support my children financially and to give them a better life.

I could not be any prouder of myself for completing my Certificate III in Individual Support."



HIGHLIGHTS

ET Australia's Employment Programs in Aged Care continued to be in demand with local aged care organisations. The Training College partnered with 3 different local aged care facilities for delivery of the onsite Employment Programs. The employment outcomes achieved by the graduating students are indicative of the success of these Employment Programs with 89% of graduates successfully gaining employment. The Employment Programs were run alongside our Gosford and Wyong campus based aged care programs, with a number of host partnering organisations on board for work placement.

RTO ID 90084

ET Australia Individual Support student completing hands-on practical training for manual handling.



Within 2 weeks of starting my course, I gained myself a job in the industry related to my study. The Trainers at ET supported me through my journey, to get to my end goal.

AHMED

CHC33015 Certificate III in Individual Support (Disability)

The Training College delivered an increased number of part qualifications programs in 2021. Most of these programs were delivered in partnership with local employers who were looking to recruit entry level staff directly from the part qualification programs including trainees. We also delivered part qualification programs for employers who had identified existing staff for upskilling. A total of 16 part qualification programs were delivered during the calendar year, as compared with 8 part qualification programs in the 2020 calendar year.

RTO ID 90084

HIGHLIGHTS



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