

EMPLOYMENT AND TRAINING AUSTRALIA LIMITED

2022 ANNUAL REPORT



HELPING INDIVIDUALS ACHIEVE THEIR POTENTIAL



Some of ET Australia's staff members dressed up for themed Thursdays.

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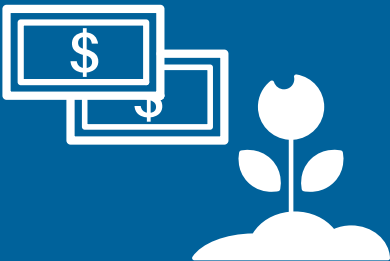
ET Australia aims to develop and provide products and services to enable individuals to achieve their full potential.



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

Certainly 2022 presented both our School and Training College with significant challenges, and on behalf of the Board of Directors may I congratulate our entire staff for their wonderful support and commitment throughout the year.

It was difficult enough to combat the impact of Covid 19 but when coupled with a very low rate of unemployment, the task of securing placements within the Training College became even more difficult.

Notwithstanding these challenges, school enrolments were strong and we were able to achieve our target of 240 students which, of course, included our first Year 12 class. This was a significant milestone for ET Australia and the Year 12 graduation dinner held at the Crowne Plaza was a wonderful evening with many of the staff and parents in attendance.

A measure of the school's academic success was the fact that 8 of the 14 Year 12 students were accepted for University and the remaining 6 chose to pursue further studies or employment. This was a marvellous outcome and a direct result of the students' consistent efforts and hard work. Our students' success in our innovative Years 7 to 12 school model is a credit to ET Australia Secondary College's Deputy Principal, Lachlan Scott, and to all the dedicated ETASC staff.

The declining Training College enrolments were disappointing, but the Board of Directors remains totally committed to the College and, given ET Australia's commitment to providing Aged Care training on the Central Coast, we remain confident that the Aged Care Sector will continue to flourish through our graduates.

As expected, ET Australia completed all of the legislative reporting requirements for the Australian Securities and Investments Commission (ASIC), the Australian Charities and Not-for-profits Commission (ACNC), the Australian Skills Quality Authority (ASQA) and the NSW Education Standards Authority (NESA). NESA provided ETASC initial registration and accreditation for Years 11 and 12. In 2023 ETASC will be due to apply for a further 5 years of NESA school accreditation status for the entire school.

THE CHAIRMAN'S REPORT

Whilst it was a demanding year, the Company was able to achieve a small profit and remains in a sound financial position. On this note I must acknowledge the wonderful contribution of Jan Paton, our Finance and Operations Manager, who chose to retire after 15 years with ET Australia. Jan has been a great strength to our Chief Executive Officer, and we wish her the very best in her well-earned retirement.

Tony Mylan continued to provide excellent leadership and guidance throughout the year and the Board of Directors is delighted to have someone of Tony's calibre to lead our organisation.

On behalf of the Board of Directors may I extend to Tony and our entire staff our deep appreciation for their continued commitment and loyalty. We look forward to another successful year.

Graham McGuinness OAM
Chairman

THE CEO'S REPORT

ET Australia assisted in excess of 500 people during the reporting period.

The 2022 academic year was another successful year for ET Australia's delivery of services to the Central Coast community. ET Australia assisted in excess of 500 people in their quest for secondary education, vocational training and employment.

ET Australia Secondary College, funded as an independent Years 7 to 12 high school, delivered a NESA accredited, innovative model of education. ETASC's HSC results for our first ever Year 12 graduating class were outstanding. Every student achieved great results. Most importantly, all of the graduating class of 2022 flourished throughout their school experience at ETASC, they worked diligently to improve their capability for learning and study, and they completed school with style.

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

ET AUSTRALIA HIGHLIGHTS

In 2022 ET Australia's Board of Directors continued their assiduous governance of the organisation. They once again completed annual Board Governance Training together and a new board member, Courtney Molloy, was elected as an ET Australia Director. ET Australia obtained and submitted an independent 5-year financial viability assessment assuring regulators that ET Australia is a financially sustainable and secure entity. Having a qualified, skills-based, trained and stable Board of Directors is an asset to ET Australia.



ET Australia Secondary College's first ever Year 12 graduating class was a particularly exciting highlight capped off by all students achieving fantastic results leading to great post-school outcomes.

ET Australia celebrated Buddy's 1st Birthday. Buddy is ET Australia's School Support and Wellbeing Dog. Staff and students threw Buddy a birthday bash and spent the afternoon playing "Pin the bandana on Buddy", reflecting on how Buddy has helped them at school and snacking on birthday cake. Buddy gratefully received several pats, a birthday card and gift and an impressive portrait sketched by one of our talented Year 11 students.



Riley collecting his award

Congratulations to Riley, one of ET Australia's Business trainees, who was awarded the Bert Evans Award at the Hunter and Central Coast Regional NSW Training Awards.

The Bert Evans Award is awarded to an individual who has demonstrated perseverance, resilience, and excellence throughout the duration of their training. Riley was selected by the Hunter Central Coast Training Awards Committee based on his application and interview, being recognised as an inspirational leader in the vocational education and training sector. Our team enjoyed supporting Riley at the awards and is incredibly proud of everything he has achieved!

Training College

The total number of enrolments from
1 January 2022 to 31 December 2022 were 269.



Some of the ET Australia Training College trainers.

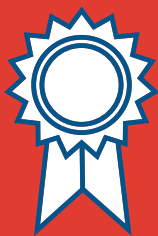


ET Australia staff members Dana and Jess were honoured to attend the event "In conversation with Dianne O'Brien" and support Dianne and Mingaletta Aboriginal & Torres Strait Islander Corporation. Dianne released her memoir "Daughter of River Country" in 2022.



ET Australia Training College Staff completing Professional Development.

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 2022 to 31 December 2022 were 269.



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



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

Our student demographic:



Our existing worker enrolments increased by 132% over the previous calendar year.

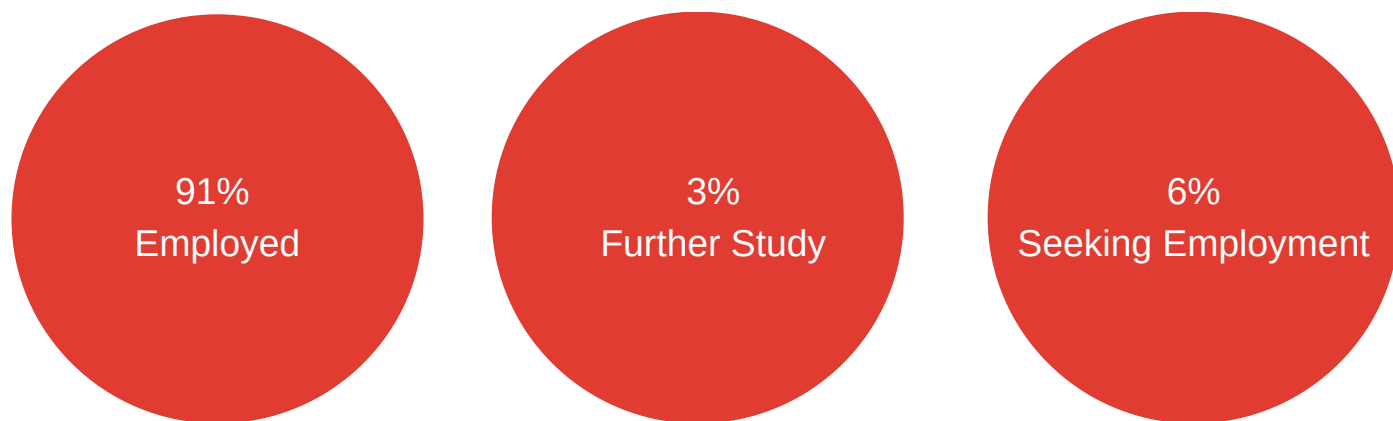


Our workplace trainee enrolments increased by 19% over the previous calendar year.



Jobseeker enrolments represented 38% of our overall student numbers.

Job seeker outcomes are followed up 12 weeks post program completion. The following outcomes were achieved for the 34 job seekers we were able to contact who graduated in 2022.



July 2022 Disability Class



Congratulations to ET Australia Training College graduate, Emma!

A course in Aged Care turned Emma's life around.

Before coming to ET Australia Training College, Emma's background was in finance and accounts. Emma and her husband ran a business together, however, she wanted to make a career change in the care industry. Initially, she volunteered in the disability space. She was offered a position and worked in the sector for a few years until she became unwell with leukaemia. For health reasons, Emma was unable to work for a few years. After such a life-changing experience, Emma chose to study Aged Care. She said she has always wanted to work in an industry where she can nurture others.

In 2019, Emma enrolled in the classroom-based training program CHC33015 Certificate III in Individual Support (Ageing) with ET Australia. Emma advised the training program was a great experience and that her Trainer Tracy was fabulous! The training was in-depth, and she felt completely supported and prepared when doing work placement. She also made some great friends along the way.

Emma worked as an AIN for 2 years and absolutely LOVED it! However, after an unfortunate accident outside of work, she found herself with long-term injuries to her knee. She could no longer walk properly, bend or squat, which were necessary for a nurse. Fortunately, Emma was offered a position in administration doing rostering for the facility she worked in before her accident. She said, "I now get to interact with our beautiful residents, work and spend time with our amazing staff and do a job where I feel valued". She also mentioned she still uses the skills learnt during her time with ET Australia, just in a different way.

We asked Emma what she would say to someone thinking about studying this qualification. She said, "My advice – if you are thinking of undertaking this course – please do! This course literally turned my life around. It not only gave me the qualification to care for our beautiful ageing community but also allowed me to branch out into other areas within the industry. It opens so many doors – you are not limited to one thing only."



Peninsula Villages Employment Program Graduation. These students completed a CHC33015 Certificate III in the Individual Support (Ageing) qualification whilst on-site at Peninsula Villages



The international economy continues to be impacted by the global Covid 19 pandemic. The labour market across our nation has also changed significantly over the last two years and all industries have been impacted. The aged care sector continued to face workforce shortages in 2022 presenting a significant challenge for many employers in the aged care industry.

ET Australia worked collaboratively with local organisations, such as Peninsula Villages to assist with addressing their identified need for entry level workers.

In 2022, ET Australia delivered an employment program onsite at Peninsula Villages. Through joint marketing efforts, 14 students were recruited for this program. The onsite training incorporated classroom learning with integrated work placement in the facility.

From this employment program, 7 of the graduates were offered and accepted employment with Peninsula Villages.

The success of this program saw ET Australia deliver another employment program in June of 2022. This program was slightly different, as ET Australia recruited 8 students to participate in the program, with the addition of 9 trainees employed by Peninsula Villages. The combined group undertook training aligned to the employment program model.

From this program, 5 of the student graduates were offered and accepted employment with Peninsula Villages and the group of 9 trainees continued their employment with Peninsula Villages.

Despite the success of the employment programs, Australia's 2022 record low unemployed rates negatively impacted upon ET Australia's ability to find quality job seekers to participate in another employment program. Given this, in collaboration, ET Australia and Peninsula Villages designed a traineeship program for roll out in early 2023 to attract new staff through traineeship employment. These staff are paid to learn whilst they earn an income. The traineeship model included an onboarding / induction period with Peninsula Villages staff, followed by intensive training upfront, delivered by ET Australia. After the intensive training period, the model combines classroom training with on-the-job training, with the trainees being fully supported by both Peninsula Villages and ET Australia.

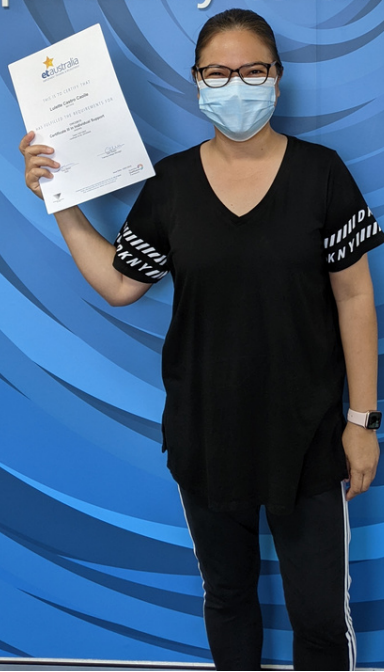
We look forward to sharing the success of this program in 2023.

Cath Roden, ET Australia Training College Manager, worked closely with management from Peninsula Villages throughout all phases of the programs. Cath said, 'We believe the success of these programs is largely due to the investment made by both ET Australia and Peninsula Villages. Both organisations have shared values and are truly invested in working together to achieve the end goal of well-trained students for employment with Peninsula Villages. The investment starts with the program planning, through to the marketing and recruitment of students and flows on into the training.'

Lulette studied CHC33015 Certificate III in Individual Support (Ageing) in one of ET Australia Training College's Employment Programs.

Lulette was offered employment before completing her qualification and is now working as an aged care worker close to home and has advised that she loves her job!

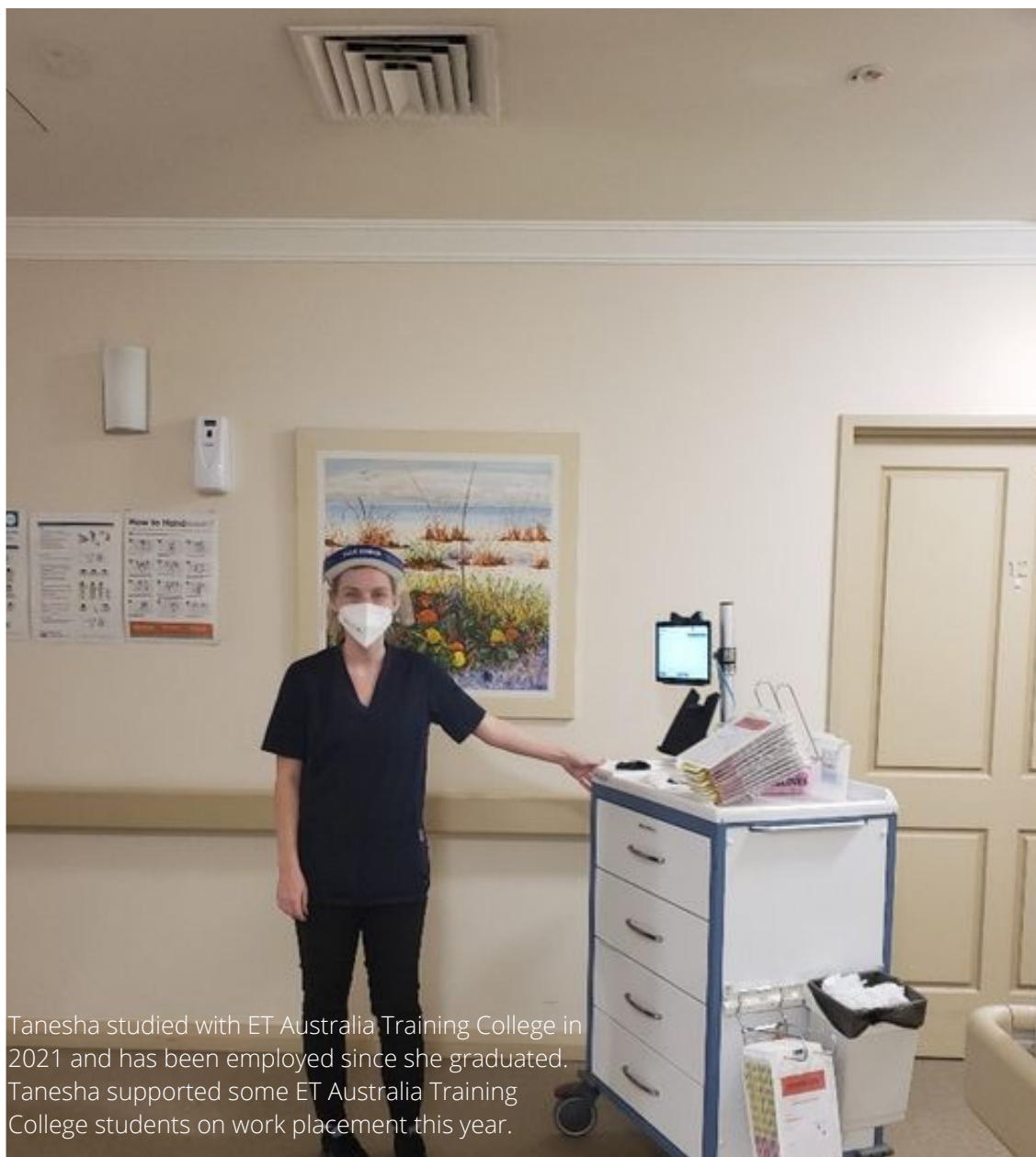
Training with a pathway to employment



Training with a pathway to employment



Brayden completed the CHC33015 Certificate III Individual Support (Disability) qualification and continues to work with a local employer who he completed his work placement with.



Tanesha studied with ET Australia Training College in 2021 and has been employed since she graduated. Tanesha supported some ET Australia Training College students on work placement this year.

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

Aged Care Trainer Lynda with Linda, a student from the Peninsula Villages Employment Program.

TRAINING COLLEGE HIGHLIGHTS

The Training College saw a significant increase in the number of full qualifications delivered to existing workers employed within the aged and disability sectors. Many employers within these sectors were employing people without a qualification to meet their demands for entry level workers with a requirement that the newly employed staff upskill to obtain the relevant Certificate III level qualification.

Aged Care employment programs continued to be in demand, with programs being run on site with partnering employers; Alino Living and Peninsula Villages.

ET Australia Secondary College

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



ET Australia Secondary College (ETASC) is different to traditional schools as it offers students a safe and nurturing small school environment where the teaching focus is all about preparing them for the world of work and life-long learning. The school equips students with the literacy and numeracy skills to be successful in employment and/or further study. The learning environment at ETASC integrates ethics, behaviour, and self-management skills so students can concentrate on achieving their personal best.



In 10 years, our school's constant increase in enrolment numbers has reflected the community's need for our school model - a safe and nurturing educational environment for young people.



In 2022 we had our first Year 12 cohort successfully complete the HSC.

All 14 students successfully graduated. Several students were offered early entry to a range of university courses before sitting the HSC examinations while others achieved a sufficient ATAR to gain entry to their chosen course in the first and second round of offers.

We are very proud of the efforts of our first Year 12 cohort. They have left an everlasting legacy and set a high standard for all future Year 12 students to aspire to.



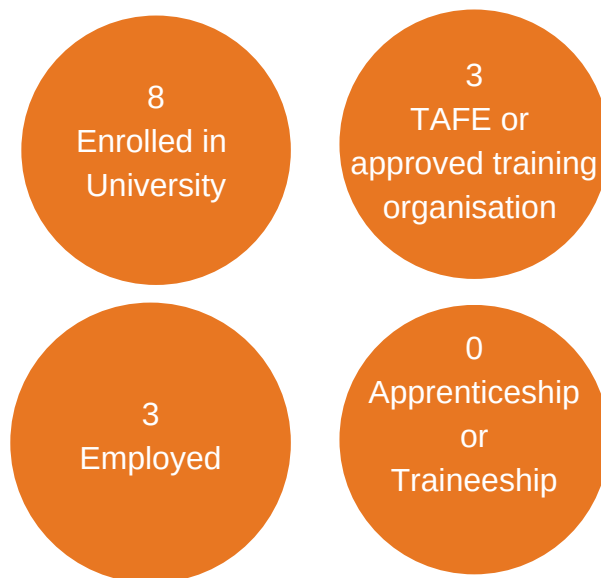
In 2022, 73% of students attended school on average each school day.

Student enrolments at 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 2022, ETASC's first year 12 class graduated.

After completing Year 12 in 2022, ETASC students had four options :-

- Enrol in University
- Enrol in a vocational qualification at TAFE NSW or another approved training organisation
- Undertake full time paid employment
- Take up an Apprenticeship or Traineeship

In 2022, 14 out of the 14 students have progressed into one of the above options. Figures can be seen below:



ETASC have been able to contact all of our graduating year 12 students to record an outcome. The above outcomes for students confirms 100% success rate for ETASC with their pathway plans.





ETASC HIGHLIGHTS

2022 Year 12 Graduation

ETASC HIGHLIGHTS



Gifted and Talented students Billie and Sol with their outstanding entries in the OC (Original Character) Competition run by Central Coast Comicon. Billie won the competition for her age group, and Sol received a special mention for his entry.

2022 was a momentous year for ET Australia Secondary College as our first Year 12 cohort successfully completed the HSC.

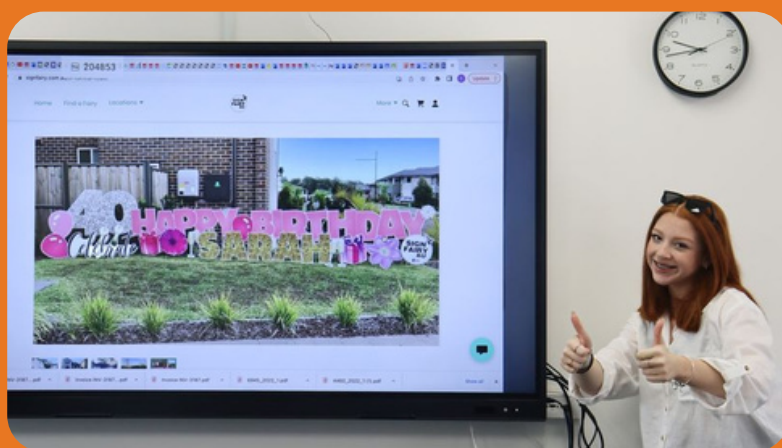
14 students, 3 of which had been enrolled at the college since Year 7, all completed the course requirements with 13 nominating for an ATAR.

The highest ATAR achieved was 85.55 with the average being 60.24.

As a result, 8 students were successful in their application for enrolment at university, 3 students were accepted to study at TAFE courses and 3 have gained full time employment.

Our students all achieved outstanding results and we are very proud of each and every one of them.

ETASC HIGHLIGHTS



Amelia, a former ETASC student, now Sign Fairy AU - Central Coast business owner, visited Year 11 Business Studies. Amelia explained the process of setting up her business and shared the benefits and challenges of being your own boss. We are very proud of Amelia!

ETASC students and staff who participated in the Bay to Bay 12km fun run and half marathon in 2022. The Bay to Bay provides scholarship funds to our students in both the school and the Training College.



ET Australia Secondary College students and staff joined the community at the Central Coast Reconciliation Gathering. We are grateful to have been involved in such an uplifting event that inspires connection and healing between people and culture.

During the July school holidays, ETASC Year 8 student Aadi had his first flying lesson at the Central Coast Aero Club. Aadi is now on his journey to attain his recreational pilot's license and is on his way to achieving his dream of becoming a commercial airline pilot. We can't wait to see more of Aadi's progression and achievements in the aviation industry!





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