

2013 Annual Report



YouthNow's relocation to the **VISY CARES HUB** in 2012 has provided us with the opportunity to work with a number of services to provide timely and relevant support to those who most need it. In 2013 Youthnow's Learn Local program was featured in the ABC's **7.30 Report**. YouthNow was commended for its part in significantly reducing the rate of reoffending by youths attending Sunshine Youth Junction. Go to: <http://www.abc.net.au/news/2013-06-21/initiatives-to-steer-young-people-away-from-crime/4773086> (Above: Teacher, Maria Cox with one of the students from the class that was featured in the report).

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VISION

Every young person in our community has equal opportunity to develop and pursue their dreams.

MISSION

To empower young people to have self worth and encourage the will to learn, plan and improve through the acquisition of relevant tools, knowledge and skills.

PURPOSE

To advance education, training and employment outcomes for young people and in particular to significantly improve engagement & transition outcomes for young people from highly disadvantaged and improvised backgrounds who would be at risk of disengaging from education, training and/or employment.

Equality

Respect

Action

Quality

Chair's report

In 1997 the Western Region Economic Development Organisation (WREDO) received funding to establish a program linking businesses and school students. Called Workplace Learning Melbourne West the program evolved over 16 years into the incorporated charitable institution YouthNow.

Throughout those 16 years, the Committees of Management, Boards of Directors, staff and volunteers worked tirelessly to give young people in Melbourne's west the opportunity and support to find and follow their career path. The organisation has not wavered from its mission, nor has it compromised its values of equality, respect, action and quality. YouthNow has proved its resilience and shown it has strength in optimism, persistence and endurance.

2013 gave us a preview of uncertain times ahead: a changing landscape, with limited government funding opportunities. It also gave us opportunities which we capitalised on. Amongst YouthNow's 2013 achievements are:

- YouthNow increased its delivery of pre-accredited training to young learners by 60% from 2012
- YouthNow's workplacement team exceeded the contract target of 1226 placements by 50% reaching 1801 placements
- Building Melton Together, a partnership project with Melton City Council and Burbank Homes won a 2013 Economic Development Australia Award
- The BizE Centre was one of 16 fledgling social enterprises selected across Australia to participate in The Crunch social enterprise development program in 2014
- YouthNow was granted funding from City of Brimbank Community Development funds to deliver mentor programs in 2014

2013 Board Members

Chair	Craig Rowley	LeadWest
Deputy Chair	Alan Neild	Agfab Engineering
Treasurer	Irena Kaluski	NAB Consultant
Board Member	Joe Manariti	Swim Communications
Board Member	Zina Miceli	Darebin Council
Board Member	Glenda Fisher	Catholic Education Office
Board Member	Heather Hickson	

We are now embarking on the next phase of YouthNow and it promises to be an exciting one. Through Social Traders' The Crunch program, the YouthNow team is working rigorously with corporate mentors and MBA students to develop the BizE Centre into a sustainable social enterprise which will become the centrepiece of YouthNow's strategy in the years ahead.

I would like to thank our Board Members and Staff for their tireless efforts, loyalty and dedication. They have laid the foundations for YouthNow to achieve greater success into the future.

Craig Rowley
Chair



Executive Officer's report

The YouthNow team enjoys a widespread reputation for being a flexible, considerate, and dynamic team. We have been asked what it is that makes our team work so well together. The answer is in the shared values held by each team member, values which are also YouthNow's values.

The YouthNow team values:

- Equality – being inclusive, supportive and unbiased with team members as well as young people
- Respect – for individual beliefs, choices, identities and privacy
- Action – innovative, responsive, and practical – The Now in YouthNow is about action now
- Quality – of programs, services and personnel

These values are at the core of the YouthNow Strategic Direction and all aspects of business operation and service delivery.

During 2013 our team grew dramatically. We had staff, volunteers, mentors, interns, trainees, work experience students and consultants all working and learning together in the YouthNow office, aptly named the BizE Centre.

Some days were frantic, some just busy. Some days were frustrating due to overcrowding, some days were a laugh.

But look at what we achieved in 2013: from the BizE Centre pilot to the Building Melton Together award; from increased training delivery to exceeding work-placement targets; from research projects with our Community Development Interns to workshops and mentoring with our schools; and somewhere in there we renovated the office as well!

When staff reflected, we all agreed it is fantastic having the young trainees along side us in our workspace and definitely worth any effort involved. Our shared values make it work.

YouthNow has an amazing team, from the Board to the staff, to the trainees, volunteers, mentors, interns, work experience students and consultants. A sincere thank you to each member of the team and I look forward to another challenging but exciting year ahead.

Colleen Bergin
Executive Office



The evolution of YouthNow

1997—2001

**Workplace Learning
Melbourne West**
Footscray, WREDO

1998

Relocates to
Newport, Victoria University



2002—2005

**Workplace Learning
Melbourne West**

Newport, Victoria University

Developed New logo, 1st web
site & automated systems



2003—2010

**Western Workplace
Learning Inc**

Became an Incorporated
Association with Charitable
status.



Our Goals

- To expand YouthNow as a larger, stronger, more viable & sustainable organisation achieving its mission.
- To increase the revenue of the business by 25%.
- To establish and grow 5 exemplary service divisions:
 - Training Services
 - Employment Services
 - Careers & Transitions Services
 - Support Services
 - Corporate Services.

YouthNow Projects

Workplace Learning Coordination Program

Funded by DEECD

Mentoring Program

Funded by YouthNow and Adult Community Learning and Further Education (ACFE)

Career and Pathways Planning

Fee for Service

Employment Pathways Assistance Learning Program (Careers Now)

Funded by ACFE

Biz E Centre

Funded by ACFE and YouthNow

Works 4 Me

Funded by YouthNow, Wesley Mission, Dejerriwarrah Education & Community Services, Melton Council, Merrimu Services, DHS and ACFE

Where are the jobs? - Building and Construction Industry

Funded by ACFE

Building Melton Together

Funded by Federal Government / Melton City Council

Employability Skills Project

Funded by Brimbank Melton LLEN

Employer Champion Awards

Funded by DEECD & LLEN sponsorships

1800 YouthNow Referral System

YouthNow Alumni

2006—2009 Western Local Community Partnership

2006

Relocates to Kensington

2007

Relocates to
Harvester Building, Sunshine



2010—Onwards... YouthNow

Harvester Building Sunshine

2012

Relocates to
VISY CARES HUB, Sunshine

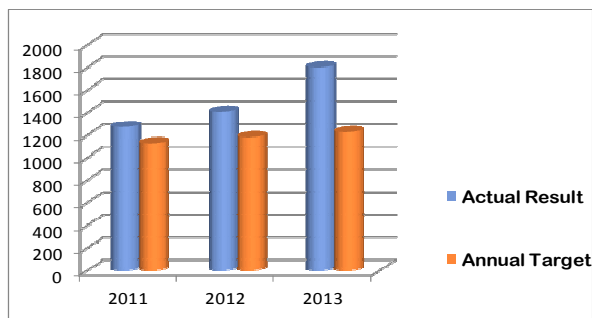


At YouthNow we engage innovative solutions to assist in the provision of quality workplace opportunities for all young people.

Workplace Learning Coordination

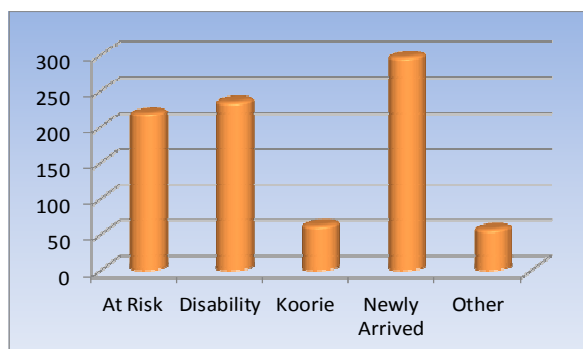
YouthNow provides a professional and timely coordinated approach to improve young people's access to quality workplace learning opportunities.

Annual targets for work placements in Melbourne's



metro west region, as seen in the above graph, have increased over the past three years. YouthNow has consistently exceeded its annual targets for DEECD.

Students with a disability, at risk of leaving school early along with those new to the country or from an Aboriginal or Torres Strait background are given additional support, and in particular those who have yet to decide what career pathway they will follow.



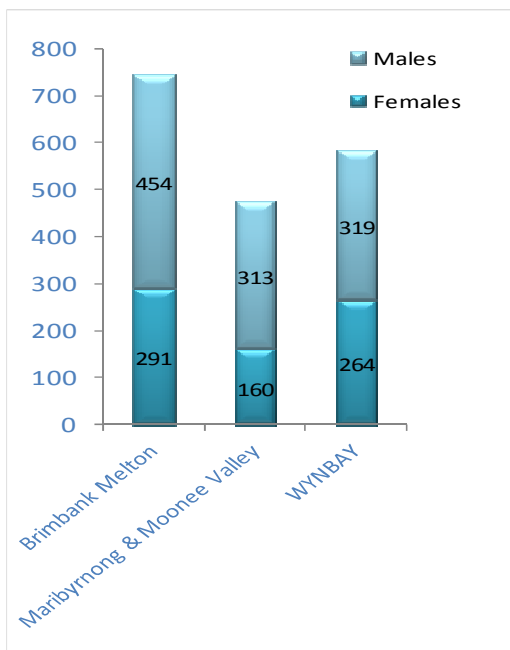
The Graph above highlights work placements supported by YouthNow for students who experience barriers to quality workplace learning opportunities.

"Youth Now has really built up my confidence more in speaking. The staff is all very kind and friendly. I hope one day I find myself a great job just like YouthNow. I love it. Here I feel very comfortable."

**Work Experience Student, Sarah
Ave Maria College**



Actual results for 2013



YouthNow provides work placement support to three Local Learning and Employment Networks across Melbourne's Metro West. The graph above displays the number of placements supported for each LLEN area and the proportion of male to female participants in the program during 2013.

*"It was really useful.
I learnt what working in an office
was really like."*

BizE Trainee

Stephen

*He was amazing. He picked things
up quickly and mastered them to
perfection.*

**BizE Supervisor
Kamma Clarke.**

Innovation and Capacity Funding

YouthNow successfully obtained two ACFE Board Capacity and Innovation Grants to pilot and evaluate programs in 2013.

BizE Centre Pilot. This project developed a model of on-the-job training with flexible curriculum delivery for early school leavers and disengaged youth. Working alongside staff in the newly refurbished YouthNow office, participants were integrated into the organisation and structure of the YouthNow business. The BizE Centre was selected to participate in the prestigious The Crunch 2014 program to develop fledgling social enterprises.

Works 4 Me Pilot. This project arose from the Melton Community Learning Board's need to assist transition to further training and employment for young people living with disability in Melton. YouthNow partnered with Melton Council, Djerriwarrah Education & Community Services, Wesley Mission, Merrimu Services & Melton Specialist School. The pilot developed self confidence and skills in a supportive work environment aimed at achieving real business outcomes.

Evaluative reports for these two programs can be obtained from YouthNow.

Email: info@youthnow.org.au



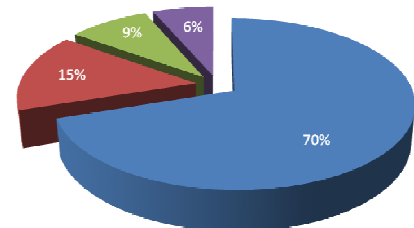


YouthNow is a provider of Learn Local programs for the Brimbank Melton region. Four programs consistently achieve positive feedback and results from the participants.

Employment Pathways Learning Assistance Program (CareersNow)

The most popular program, attracting seventy percent of enrolments is the Employment pathways program which combines career development activities with job hunting skills and a five day work experience in a business of their own choosing.

Below: Percentage of Learn Local enrolments according to programs delivered in 2013.



Employment pathways program	70%
Mentoring program	15%
Building & Construction program	9%
BizE program	6%



"I am more sure of what I want to do now. I am planning on going to further studies and everything that I learn here and the experience I gain during this class has really helped me with the next step I am going to take".

**Sunday
CareersNow student**

Sunday was able to demonstrate her employability skills and got a local part-time job in Retail. This will assist her whilst she studies.

**Maria Cox,
Learn Local Trainer**

At YouthNow we apply effective learning and career development strategies to empower young people to experience success and achieve successful transitions to further education, community engagement and/or employment.

When Liz started the Employment pathways course her learning goal was to know what to say in an interview and to discover her strengths. During her work experience she discovered a flair for customer service and made a great impression on her work supervisor with her adherence to company policy and safety. She is now one of their employees and eager to come back and talk to current students at YouthNow.



At first I wasn't really into it but the more I got into it the more interesting it became. I like how we do things one step at a time.

**Befitu
CareersNow Student**

The Learn Local program allows students like Befitu to explore their occupational interests and choose a work experience opportunity that appeals from YouthNow's online database.



At YouthNow we develop dynamic partnerships between Industry, Education and Community Organisations that enhance positive outcomes for young people.

Employer Champion Awards

Access to quality workplace learning opportunities relies on sound partnerships built on an understanding of the needs of employers and young people. Every year, YouthNow recognises those businesses and community organisations that have provided quality opportunities during the year.

Schools and other education providers nominate the employers that have provided exemplary workplace learning opportunities for their students.



Monica jumped into this photo shoot with her supervisor Shantell Kemp at St Bernadette's. She admitted to being scared when she first started her work experience but soon found her feet. She now knows this is the career she loves.

Bill O'Connor
Industry Liaison Officer

Monica enrolled in the Learn Local program, CareersNow where she was able to plan and prepare her skills to complete a work experience at St Bernadette's Aged Care Facility, a former recipient of the Employer Champions Awards.

Monica is now enrolled in a local Community Services training program and is looking forward to working in the Aged Care industry.

Maria Cox,
Learn Local Trainer

Mentoring

YouthNow has been instrumental in developing successful mentoring programs. In 2013, YouthNow continued to liaise with local schools to support young people. Adult participants in the Learn Local mentor training program were thus able to engage their skills and desire to support others in their community. Over the past four years mentors have consistently found the program worthwhile with many wanting to continue as mentors for future programs.

"Mentoring is an increasingly popular way of providing guidance and support to young people in need. Recent years have seen youth mentoring expand from a relatively small youth intervention ...to a cornerstone youth service that is being implemented in schools, community centres, school to work programs and a wide range of other youth services"

Hamilton Fish Institute is a world renowned leader in mentoring.
<http://www.hamfish.org>.

"I don't look down on myself anymore, ...and through hard work I can do what I want."

**Sunshine North
Year 9 Student**

"It (the mentoring program) added new passion & ideas to what I can achieve in the future."

**Mentor
2013 Program**

"As long as we love what we are doing and believe in our young people, we are all heading in the right direction"

At right: Works 4 Me student, Tommy, with his Mentor, Ma-ree during Footy Colours Week.



At YouthNow our quality partnerships and programs have been recognised at a national level.

Building Melton Together

Winner of the 2013 EDA Economic Business & Industry Development Award

Economic Development Australia (EDA) is the peak body for economic development professionals in Australia. The Business & Industry Development Award was won by Building Melton Together (BMT) for assisting the building and construction industry to identify its skills and recruitment needs. BMT matches training and employment opportunities with an available and skilled workforce.

The BMT project commenced mid 2011 and placed committed and career oriented jobseekers in the building industry in Melton. Working in partnership with the City of Melton and Tracy the Placement People, YouthNow provided career counselling to over 100 jobseekers, hosted a number of industry specific events and signed up over 200 employers.

In 2013 YouthNow focused on Phase 2 which targeted support for local subcontractors assisting them to gain preferred subcontractor status with volume and domestic builders. YouthNow identified training needs of contractors in the Melton region and developed relevant programs to meet their needs.



"The only way organisations such as YouthNow can be successful is to not only ensure a steady, adequate flow of funding but also for stakeholders to engage with these organisations. The business sector must embrace these organisations if youth are to remain engaged in the regional economy, which is ultimately essential to the short, medium and long term economic growth within our region."

Cesar Melhem MP
Member of the Legislative Council
Western Metropolitan Region

Note: Cesar Melhem MP was Master of Ceremonies at the 2013 Employer Champions Awards.



Above: YouthNow's Joanne Mikhael with Peter Blunden (Melton City Council, right) and Frank Perconte (Burbank Homes, left)

2013 Audited Financial Report

YOUTHNOW INCORPORATED BALANCE SHEET AS AT 31 DECEMBER 2013

	Dec 31, 2013	Dec 31, 2012
ASSETS		
Current Assets		
Chequing/Savings		
Cash at Bank	428,588.58	57,798.21
Term Deposits	319,963.19	307,448.68
Total Chequing/Savings	748,551.77	365,246.89
Accounts Receivable		
Accounts Receivable	95,715.30	91,697.35
Total Accounts Receivable	95,715.30	91,697.35
Other Current Assets		
Security Bonds	6,981.82	0.00
Total Other Current Assets	6,981.82	0.00
Total Current Assets	851,248.89	456,944.24
Fixed Assets		
Youthnow-Assets	49,886.07	-40.35
YTSI-Assets	0.00	0.00
YTSI Assets	0.00	0.00
Total Fixed Assets	49,886.07	-40.35
TOTAL ASSETS	901,134.96	456,903.89
LIABILITIES		
Current Liabilities		
Accounts Payable		
Accounts Payable	2,650.34	2,270.55
Total Accounts Payable	2,650.34	2,270.55
Credit Cards		
Bendigo Credit Cards	2,574.69	3,305.30
Total Credit Cards	2,574.69	3,305.30
Other Current Liabilities		
Other Current Liabilities	430,960.53	75,818.18
Total Other Current Liabilities	430,960.53	75,818.18
Total Current Liabilities	436,185.56	81,394.03
TOTAL LIABILITIES	436,185.56	81,394.03
NET ASSETS	464,949.40	375,509.86
EQUITY		
Committed Funds LCP	12,426.12	0.00
Retained Earnings	363,083.74	363,083.74
Net Income	89,439.54	12,426.12
TOTAL EQUITY	464,949.40	375,509.86

Audit prepared by:

LD AssuranceChartered Accountants

Full Audit Report available at YouthNow



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