

ANNUAL REPORT 2020

Glass half full? Glass half empty?

...neither!

In a demanding 2020, MWLP were successful in filling the **half** glass. (We believe we excelled at what we could do)



A NOTE ON 2020 REPORT...

2020 was a year that was unusually demanding, to say the least. The globe was turned upside down, but in the spirit of things, we learned to walk on our hands!

In reporting on 2020 activities, we've decided to apply the CAR *(COVID Absent Report)* approach. The world has seen and heard enough of the C word, so we're moving forward without it.

In our CAR, we'll drive you through what happened at MWLP in 2020 – the road was a bit bumpy, very long, and sometimes we didn't *quite* know where we were going...but, we expect the road ahead in 2021 will be much smoother.

Dr David M Williams AM & the MWLP Team



OUR MISSION

MWLP is a not-for-profit organisation focused on engaging a community of stakeholders to support youth in their personal and professional career development.

OUR REGION

Servicing the greater Macarthur, Canterbury, Bankstown and Inner West Sydney region.

PROUD MEMBER OF THE



An association of 16 NSW work placement service providers



ABOUT US

MWLP is a not-for-profit organisation focused on engaging a community of stakeholders to support youth in their personal and professional career development.

MWLP assists young people make the successful transition from school to work. We do this by connecting the incredibly important space between schools and the wider world, including business, industry, training organisations, parents and families, three tiers of Government and the broader community. Our work focuses on preparing young people for the world of work, nurturing aspiration, career management and entrepreneurialism, whilst simultaneously addressing the ongoing needs of business.

Our primary program places 6,500 HSC students into the workforce for weeklong Work Placements across the three Education Sectors: Government, Catholic, and Independent Schools. Key funding is made available from the NSW Department of Education. These students are undertaking Vocational Education Training (VET) courses such as Automotive, Business Services, Construction, Electrotechnology, Entertainment Industry, Financial Services, Hospitality - Food & Beverage, Hospitality - Kitchen Operations, Human Services, Information & Digital Technology, Manufacturing & Engineering, Primary Industries, Retail Services, Tourism, Travel & Events and numerous Board Endorsed Courses.



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www.mwlp.com.au



www.facebook.com/mwlplinkingyouth



www.instagram.com/mwlp_linking_youth/

In all matters before beginning, a diligent preparation should be made.

— Marcus Tullius Cicero

OUR TEAM



Nicole Chesworth Events & Industry Liaison Officer



Courtney Ditton Work Placement Coordinator



Michael **Everett** Manager Work Placement & Industry Engagement



Nicole McGee Work Placement Team Leader



Chantal Ogden Work Placement Coordinator



Rodwell **Business** Administrator

Jennifer



Karen **Tsolakis** Manager Stakeholder Engagement



Dr David M Williams AM Chief Executive Officier

OUR BOARD

Shelley Bullock Estrella Garcia Lyn Kenny **Graziella Crapis Brad Mitchell Steven Varrica Daniel Friend**

CEO, My Gateway (Chair)

Financial Accountant, Easy Signs (Treasurer)

Senior Pathways Advisor, Department of Education

Education Officer, Sydney Catholic Schools

Principal, Oran Park High School

General Manager, Sevaan Group

Associate, Marsdens Law Group

Act the way you'd like to be and soon you'd be the way you'd like to act.

— Bob Dylan

CHAIR REPORT

2020 was a year for the MWLP team to develop new resources and strategies. It created opportunity to upskill our staff and to develop new skills. The team did a tremendous job to adapt to the ever changing market.

The Structured Workplace Learning (SWL) contract remained the organisation's main priority & core activity, efforts continued to develop new strategies for students to participate in work placement. The team continued to source self-funding activities that generated new streams of income whilst remaining true to our mission of 'Linking Youth' to quality employment, jobs and education after they leave school.

SWL is funded by the Government, Catholic and Independent schools with funds disbursed by the NSW Department of Education. During 2020, MWLP sourced and provided work placements for VET students from schools across the Macarthur and Canterbury Bankstown region.

I would like to thank all the employers that support MWLP and provide work placement opportunities for the students. Without their commitment to training it wouldn't be possible to deliver such a professional service.

The CEO and the MWLP team deserve a thank you for the hard work, resilience and persistence they showed throughout 2020 and should all be congratulated on their achievements. The Board of Directors have remained focused on our core activity and continuing to provide opportunities for youth.

I look forward to 2021 and our continues commitment to proving workplace and exciting new opportunities.



Shelley Bullock Chair

CEO ANNUAL REPORT

December 2020 provided a boost to what was considered a convoluted year for MWLP. The announcement of our success as a tenderer for the Work Placement Coordination Program for 2021-2023 was met with positivity and a sense of excitement by the team. Continuation of the delivery of work placement had allowed the staff and Board to exercise their expertise and commitment to supporting youth in their development and career expectations.

Although we are taking the CAR approach, we can't avoid talking about the recent impact on the world. Work placement for 2020 was impacted severely. Our contractual obligations for the three education sectors totalled 6000 plus placements. Due to restrictions placed on student movements, home schooling, host unavailability, lockdowns and NESA requirements, MWLP was only able to place some 1700 students. However, in spite of restrictions placed on the organisation we were able to meet whatever was asked of our stakeholders.

Additionally we were unable to meet our commitments on several planned funded projects including a Rural and Remote Grant and several expos. It is envisaged that these project activities will be completed in 2021.



Events for 2020 were curtailed. MWLP had to cancel our Work Placement Students Awards in March but were still able to announce and congratulate framework winners via their schools. Plans are afoot to run award presentations in 2021 to recognise students and hosts commitment to work placement. Only one other event was conducted in 2020 and that was a 'Jobs for Youth' evening in December.

In 2020 staff used the opportunity to advance their skills and professional development in a number of areas. Four staff undertook and graduated with a Graduate Certificate in Career Development Practice, which will provide an opportunity for the organisation to run fee generating programs in 2021 and beyond. Other professional development undertaken included Business Studies and a Cert IV in Training and Assessment.

2021 became the focus for the team with the expectation of winning the work placement tender. Re-registration of hosts became a concern and plenty of energy placed in seeking commitment from hosts of their obligation post-2020 to commit to the process of work placement. We were somewhat pleased with the outcome but realise more effort, or alternate opportunities need to be identified to meet host numbers. Work placement simulations were continued to be developed and will continue into 2021.

CEO ANNUAL REPORT

Our attention is now focused on the next three years of the contract. MWLP is well placed with the human, financial and physical resources to fulfil or exceed our work placement contractual agreements. We are also now in a position to concentrate our resources on building a sustainable future. We have proven our innovative capabilities attract the attention of supportive others to partner with MWLP in the delivery of youth infused activity.

What we have to offer for 2021 and following years excluding the successful delivery of work placement will involve seeking collaboration from other parties and stakeholders. Our intention is to take the 'linking youth' tag to a higher level. Opportunities abound in 2021 and beyond, recovery programs, numerous youth employment programs, partnerships, new products and services, all supported by organisation structure of experienced and talented individuals up to the task, and a willing Board open to opportunities and challenges.

In summary 2020 was an unusual year. Learning to embrace and capitalize on the disruption of certain events improves our adaptability. Things never go exactly as planned. Disruption keeps us agile. At MWLP we aim to no longer get thrown off course every time we encounter a disrupting event.

I would like to extend the teams' thanks to the Board for their support during 2020. I especially have valued my association with all Board members.



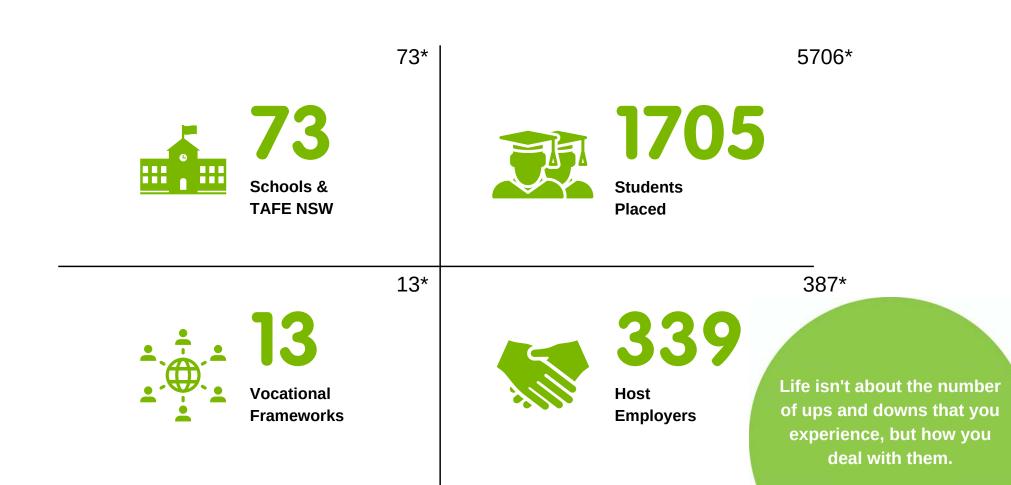
Dr David M Williams AM
CEO



WORK PLACEMENT STATS

Work Placement is a limited period during which a student works within an environment aligned to his/her vocational studies.

In the 2020 year, MWLP are proud to have engaged the following:



— Frank Sonnenberg

MWLP | ANNUAL REPORT 2020 | 09

2019 Figures*

WORK PLACEMENT COORDINATION PROGRAM

Service Region	DoE Estimate	Anticipated Placements (School Requests)	1st June (Actual Placements)	December 2020 (Actual Placements)
D	6600	6155	682	1706
	AIS Totals:	306	15	47
	CEC Totals:	1486	110	458
	DoE Totals:	3550	461	1025
	TAFE Totals:	813	96	176

Chart of Total Placements actually carried out in 2020 vs Department Estimates, Anticipated Placements (School Requests) and Actual Placements in the 1st June.

AIS: Association of Independent Schools

CEC: Catholic Schools NSW

DOE: Department of Education

WORK READINESS

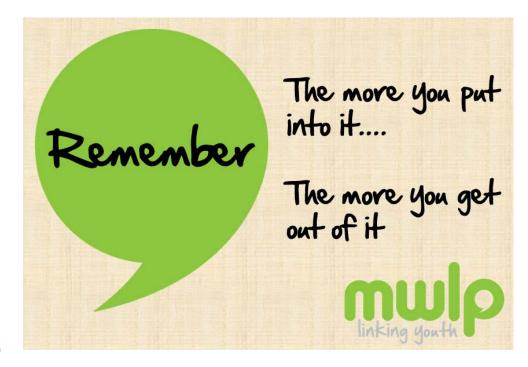
"Polished shoes, polished performance"

Students undertaking a VET course must demonstrate an appropriate level of work readiness prior to accessing and attending a Work Placement. Students must show a positive attitude and a level of basic skills and knowledge. Schools and EVET providers are expected to prepare students in: safety in the workplace, employer expectations and what to do if help is needed during the placement.

complete Prior Work Placement. students Go2workplacement module. This is an online course that assists VET students to prepare for Work Placement and the workplace. Students receive a Work Placement Ready Certificate on course completion.

MWLP facilitate and deliver Work Readiness presentations to all Schools and EVET Providers to assist students in the preparation of getting "work ready". Our Work Placement presentation consists of information on Work Placement, employer expectations, legal requirements, dress requirements and student's behaviour whilst on placement. Additionally, MWLP conducts Work Placement readiness talks at Career Days and Subject Selection Nights at schools to inform Parents/Carers of the expectations for students whilst undertaking a VET course and Work Placement attendance.





STUDENT WORK PLACEMENT AWARDS NIGHT

The highlight of our year is the recognition of students that have gone over and above in their allocated Work Placement. Nominated by our host employers, students from all 13 frameworks are recognised for their commitment & industrious actions during their Work Placement. The Awards Night is an opportunity to celebrate achievements of the students & the generosity of the host employers. However, 2020 had different plans. Days prior to the Awards Night taking placed the state went into lockdown. As such MWLP was not able to hold this prestigious awards evening. Student achievements were recognised locally at school assemblies. Some 139 students were nominated for their efforts. Winners of each framework were:

Southern Cross Catholic Vocational College

Trinity Catholic College

Magdalene Catholic College

La Salle Catholic College

Trinity Grammar School

Ingleburn High School

Macquarie Fields High School

St Benedict's Catholic College

Southern Cross Catholic Vocational College

Robert Townson High School

St Gregory's College

Elderslie High School

Ambarvale High School

TAFE NSW - Campbelltown Campus

Dominic Saia Automotive - Mechanical

Holly Saluta Business Services

Alex Honan Construction

Antonio Mangolini Electrotechnology

Douglas Kelly Entertainment

Boyd Bell Financial Services

Xiaotian Lin Hospitality - Food & Beverage

Alyssa Chambers Hospitality - Kitchen Operations

Marian Sanchez Human Services

Information & Digital Technology **Brandon Nanthathammiko**

Ignatius Fazio Metal & Engineering **Katelyn Bruce Primary Industries**

Jessica Stark **Retail Services**

Dylan Ruha Tourism, Travel & Events

Winning doesn't always mean being first. Winning means doing better than you've ever done before.

— Bonnie Blair

STUDENT WORK PLACEMENT AWARDS NIGHT





Douglas Kelly from Trinity Grammar School took out Student of the Year.



"Douglas was a great Work Placement student who had the personality of a rockstar! He showed enthusiasm and was so keen on working that staff had to slow him down as they couldn't keep up!"

— Bankstown Sports Club (Douglas' Host Employer)

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THE EXTENDABLES - CPAHS & WESTS BUSINESS BREAKFAST

In November 2020, MWLP sponsored the Educational Pathways Policy Program (EPPP) Business Breakfast Event at Wests Leagues Club in Leumeah. The morning was filled with engaging industry talks from local businesses and students. These presentations gave insight into different types of trades, SBAT opportunities & the benefits of school based apprenticeships, as well as students shedding light on their experiences working as a trainee and/or apprentice and how these opportunities propelled their careers into full swing,

The event was not only educational, but also served the purpose of connecting students, local business owners and other special quests together under the same roof.

Hospitality students from Campbelltown Performing Arts High School worked both Front and Back of House operations alongside Wests Leagues chefs to cook a scrumptious breakfast for event attendees.





THE EXTENDABLES - AMAZON WORK PLACEMENT

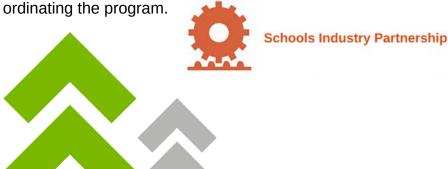
The Amazon Work Placement project was organised through the School and Industry Partnerships (SIP) and was designed specifically for Information, Design and Technology (IDT) students to undertake a week long Work Placement online.

In total, 300 IDT students across the state undertook the Amazon Work Placement alongside 60 mentors who facilitated the students online learning. The students had the option of undertaking their Work Placement either in the comfort of their own home, at school, or at MWLP's Campbelltown Headquarters.

Out of the 300 students state wide, 28 were MWLP's Work Placement Students from 3 local schools across the Macarthur region.

The Amazon Work Placement was a huge success as it enabled students to engage in various online simulations. Activities included a digital induction with mentors, breakout rooms where students were allocated into a group to create a chat bot along with other interactive learning games.

Special thanks to Ian Palmer and his team from SIP for their tireless efforts in co-





Some fantastic feedback we received:

"Students were totally engaged in the experience and learnt many Industry standard skills that will benefit them all their life.

It was also good that all boys were doing it at the same time from a school point of view, as a teacher I was able to supervise them as well as get other work done around the school.

The program was well run and mentors were great with our boys."

— Mount Annan High School

THE EXTENDABLES - TASTE OF TRADES

The Taste of Trades event was hosted by MWLP and organised on behalf of Superior Training Centre, a training organisation that caters their services towards trainees, apprentices, international students, groups, and employers.

The Taste of Trades event was held on 16th December at Wests League Club, and was inspired by the Jobs for *Youth* events. The Taste of Trades agenda encompassed important discussions surrounding why students should undertake a trade, pre-apprentice and apprentice training, gap training for adult learners to finalise their trade qualifications, short courses, income expectations, and general working life.

The event welcomed employers, job active providers, community groups and institutions to attend. Taste of Trades also featured a giveaway section where one lucky draw winner won a toolbox. The event was funded by Superior Training Centre and had a successful turnout of attendees.



Michael Everett and David Williams with the Superior Training team.



COLLECT A NAPPY - YOUTH ANK HUB







Throughout November 2020, MWLP kicked off the YOUTH'ANK HUB, a 4 week-long HUB dedicated to Business Services students undertaking their Work Placement. Business Services hosts were at an all time low (for reasons that the CAR approach covers), ultimately resulting in the creation of the YOUTH'ANK HUB which facilitated these Work Placements. This helped alleviate the problem surrounding declining host numbers and enabled students to undertake their mandatory 35 hours of Work Placement.

Year 12 Business Services students undertook a unique project named Collect 'a' *Nappy.* The goal of this initiative was to collect as many nappies and baby products as possible to donate to the Salvation Army, with the mission of distributing these goods to families and individuals in need. After strategising sessions went underway, the students decided their goal was to collect 5,000 nappies via voluntary donations from local businesses, and created a drop off location for the wider community. This would provide community members with the opportunity to make a donation of goods, whether that be nappies, baby wipes, or even a gift voucher.

In order to promote their initiative, the YOUTH'ANK HUB created Facebook and Instagram pages (@collectanappy) which helped generate greater awareness of their project.

By the end of the project, the YOUTH'ANK HUB students exceeded their original goal and donated over 5,000 nappies to Macquarie Fields Salvation Army, who distributed the goods to families and individuals in need. During this initiative, 16 students were involved from 4 schools. MWLP are incredibly proud of all the students who displayed initiative, creativity and commitment to this important community project.

WORK READINESS PARTICIPATION PROGRAM - ROBERT TOWNSON HIGH SCHOOL

The Work Readiness Program was designed to assist young people make the transition from school to work, providing them with the necessary skills to confidently seek work following the completion of their High School studies. The 2020 Work Readiness Program was an intensive school participation program delivered to Year 10 students at Robert Townson High School with the aims of preparing students to become work ready.

Once a week, Courtney Ditton, Michael Everett, Nicole McGee and Chantal Ogden presented work readiness modules including:

- Educating students on the difference between cover letters and resumes
- Assisting students draft and refine existing cover letters and resumes
- Identifying useful tools to assist students with their job search (including Seek, Indeed, Adzuna, CareerOne, Job Seeker)
- Interview preparation hints and tips
- Mock interviews and interview expectations
- Development of S.M.A.R.T goals for career progression and development
- · Organising Work Experience for Year 10 students
- Skill development talks
- · Interview outfit guide

Year 10 Robert Townson students undertook practical activities alongside the theory component. One such activity was to source an interview outfit. The Robert Townson students received a budget and an instruction brief to source an interview outfit which would be judged by the MWLP staff. This activity was marked based on its appropriateness and its overall professionalism of the chosen outfits.

Students that completed their Work Readiness Program received a Certificate of Participation from MWLP. We wish all the students who engaged in the course all the very best with their future career endeavours and we strongly believe the positive feedback from the program reflects the relevance and high demand for developing students work readiness skills.

13 students received certificates of completion and 8 left School and secured work after the completion of the program.

WORK READINESS PARTICIPATION PROGRAM - ROBERT TOWNSON HIGH SCHOOL







Michael Everett handing over the Work Readiness Participation Program Certificates to the Year 10 Robert Townson Students.

REIBY - JUVENILE JUSTICE CENTRE

The Reiby Juvenile Justice Centre Cooking Project was designed to give students from Dorchester School the opportunity to develop practical and hands on kitchen skills. The project saw Reiby Juvenile Justice Centre purchase food items and other kitchen goods which was utilised by our resident chef Michael Everett alongside the students to prepare meals for the Dharawal people and students in need at local schools.

The Reiby Juvenile Justice Centre Cooking Project also ran a "Ready, Steady, Cook" competition where students were allocated into different teams and competed in various kitchen challenges. Michael also taught the students different cooking styles and cuisines which provided students the opportunity to experiment with different tastes and flavours.

The Reiby Juvenile Justice Centre Cooking Project created 100 meals a week which helped MWLP give back to community members whilst simultaneously engaging with disengaged youth.





COMMUNITY COOKING - THOSE IN NEED

Through the CAR approach, we can state that 2020 was an incredibly difficult period for many vulnerable individuals and families within the Macarthur region. This adverse time called for a community initiative that supported our local community, and MWLP had the chance to initiate it.

Michael Everett worked to spread the word amongst local restaurants and club owners and successfully secured meal donations that were prepared by Campbelltown Catholic Club's Peter Sheppard and Tim Fuller. Other local businesses that helped support the initiative included Hans and the team from Arts Centre Cafe, Seta from Seta's Cafe, and Graham Kruger, the Group Executive Chef at Wests League Club. Graham reached out to Macarthur Fresh who kindly donated fresh fruit and vegetables and Moorepak Distributors, who provided supply containers and packaging.

Close to 10,000 meals were made and donated to struggling members of the community. Some of the delicious meals included:

- Meatballs and Cottage Pie
- Chicken Ala King & Vegetables
- Mediterranean Chicken & Pasta
- Pasta Bolognese







CONTRACT WIN

Despite incurring many struggles during 2020, one of the greatest wins MWLP received was being awarded the Work Placement Co-ordination Program Contract for 2021-2023. MWLP thanks the Department of Education and the support of MWLP's Board Committee for the contract approval.

This win will enable MWLP to continue the development and implementation of its many beneficial services amongst the Macarthur region and beyond! The contract win has prompted MWLP to hone in on its strategy for the next few years along with driving many important discussions surrounding MWLP's sustainability. The contract win has also encouraged MWLP's team to reassess its current initiatives, events and projects in relation to its profitability and overall impact amongst the greater community.

One of MWLP's overarching goals is to continue fortifying the organisations brand awareness and growth rate of host registration numbers with the aims of facilitating greater work placement opportunities for VET students in Years 11 and 12.





BOARD ENDORSED COURSES (BEC)

Late 2020 brought about discussions surrounding the introduction and implementation of Board Endorsed Courses (BEC) at the beginning of 2021. BEC are developed by individual schools which count towards a student's HSC program and will be listed on their record of achievements, however, it will not be factored into their individual ATAR score.

BEC that MWLP have confirmed will take place in 2021 include:

- Animal Services
- Beauty Services
- Community Services
- · Early Childhood Education & Care
- Fitness
- Outdoor Recreation
- Plumbing
- Salon Assistant (Hair)
- Sport & Recreation
- Sport Coaching

The BEC will enable MWLP to expand its business relations amongst a broader pool of industries with the aims of better aligning students interests and passions to a career path and opportunities that fit their capabilities and innate skill strengths. We have high hopes for BEC in 2021.







UPSKILLING OF STAFF

2020 saw four of MWLP staff members complete their Graduate Certificates in Career Development Practice. Nicole Chesworth, Courtney Ditton, Nicole McGee, and Chantal Odgen completed 3 months of full time study and were issued with their certificates on the 10th September.

The Career Development Practice Certificate will enable MWLP staff to provide services that help youth manage their careers, make occupational and study decisions, plan career transitions and find career information.

The Career Development Practice Certificate was important for the staff to undertake as there was a gap in the market. These MWLP employees have now not only broadened their skillset, but also their ability to deliver a wide array of beneficial services to the youth.

Photos below capture the celebrations of our team successfully completing their Graduate Certificate in Career Development Practice!





WORKING FROM HOME

2020 posed many great challenges for MWLP, and like the rest of Australia, from late March to early May, MWLP employees were required to work from home.

Working from home required the team to band together, channel their inner resilience and focus on the greater MWLP mission to overcome many adversities and difficulties that were presented to the team. Like many organisations and companies, technology played a pivotal role in ensuring the team remained connected and has access support when needed.



MWLP has cultivated many strong team members throughout the years which enabled the organisation to make light out of these dark times. Working from home proved to be one of those moments where Ugg boots, sweatpants and PJ's became everyone's daily work attire. We have quite the photo collection to ensure we remember all the comfy and never to be worn again work outfits MWLP's team members fashioned in the comfort of their own homes.

MWLP is incredibly proud to have remained dedicated to its mission, work responsibilities, and having the strength to see beyond these trying times. Fast forward to 2021, MWLP's team members are back in the office and have been incredibly proactive with their time and resources with the aims of making up for the lost time.

The magic thing about home is that it feels good to leave and feels even better to come back.

— Wendy Wunder

WORKING FROM HOME

Working from home brought about great news for many of MWLP's employees...

Nicole Chesworth announced her pregnancy! Baby Chesworth is due April 2021.

MWLP's newest addition on the way! Courtney introduced her newest furry friend, Blaze the Miniature Dachshund to the family unit!



And we welcomed Lyla the French Bulldog, Nicole McGee's newest addition to the family!



NEW EMPLOYEES - JENNIFER RODWELL & KAREN TSOLAKIS

2020 brought about many new changes, resembling the notion of nothing stays the same forever. MWLP was pleased to hire two employees, Jennifer Rodwell who was appointed as MWLP's Business Administrator and Karen Tsolakis, MWLP's Stakeholder Engagement Manager.

Jennifer's role entails managing MWLP's budgeting/accounting, feasibility of events and ensuring MWLP invests its time and money into projects that align and fulfil MWLP's strategic and operational goals. Jennifer is happy to offer a helping hand in the office and is passionate about mental health awareness.

During 2020, Karen played an important role in maintaining MWLP's relationships with a wide array of stakeholders. This was incredibly crucial during 2020 as it ensured MWLP nurtured preexisting relationships despite not being able to work alongside these businesses and organisations.





Jennifer Rodwell



Karen Tsolakis

PARTNERS AND SUPPORTERS

Special thanks to MWLP's amazing hosts who went above and beyond in 2020.



























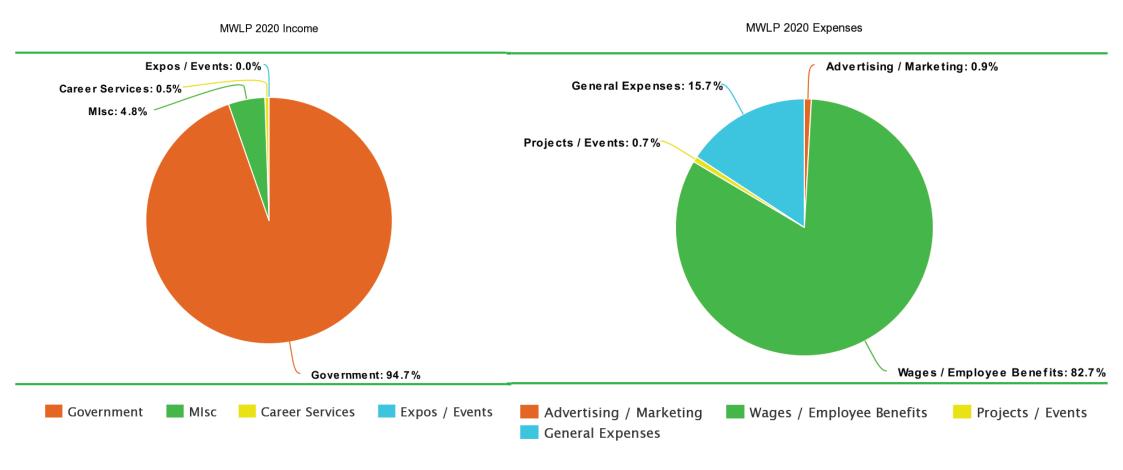


And a special thanks to Dean Brown Constructions, Kayment Constructions and many more for their continuous support.

You will never plough a field if you only turn it over in your mind.

— Irish Proverb

FINANCIALS



2021 & BEYOND

Through 2020 and beyond, MWLP will continue to innovate in ways outcomes, great that deliver congregate with others partnering in innovation, continue to delegate responsibilities to our expert team, evaluate our impact, and relate all that we do to achieve our mission.

From our 2019 From our Peport. Annual Helphonet. This was the 1 houst Will's 2020 of JanWIP's 2020 of Beyond Statement.



In 2021, MWLP will do it again, if not better!

The future you have, tomorrow, won't be the same future you had, yesterday.

Chuck Palahniuk



Linking youth to business, careers & opportunity

www.mwlp.com.au