

WELCOME TO THE 2018 WCIG ANNUAL REPORT.

THE PAST YEAR SAW
UNPRECEDENTED
GROWTH IN
OUR SERVICE
OFFERING TO THE
COMMUNITY WITH
A RECORD NUMBER
OF PROGRAMS
AND INITIATIVES
LAUNCHED. THESE
ARE SHOWCASED
IN THE FOLLOWING
PAGES.



Lausaweh came to our west@work program as a refugee from Burma. He secured employment and loves his role.





OUR WERRIBEE TEAM WAS THRILLED TO BE A FINALIST FOR THE WYNDHAM BUSINESS AWARDS 'PERSONAL SERVICES' CATEGORY!!! OVERJOYED TO HAVE THE CHANCE TO SHARE THE AWESOME STUFF WE DO FOR LOCALS SEEKING A NEW PATH. WELL DONE EVERYONE!

WCIG Werribee Staff from left: Dee, Aslam, Sally, Annalisa, Ali, Edz, Olivia & Christina

STHIGHLIGHT



EXCELLENT WORK TO INDIGENOUS PROSPECTS TRAINING & RECRUITMENT PTY LTD, WHO HAVE DARE'D TO BE DISABILITY AWARE AND READY TO ENGAGE. IPTR ARE A FANTASTIC COMMUNITY ORGANISATION ACTIVE IN INDIGENOUS CULTURAL DIVERSITY TRAINING.

Some of the IPTR team after their DARE training



WE ARE SUPER EXCITED TO WELCOME THE VERY GLAMOROUS SOAPS FROM THE SENIOR ARTISANS OF YARRAVILLE SPECIAL DEVELOPMENT SCHOOL! THESE SOAPS ARE RARE AND MADE WITH SUCH LOVE AND INSPIRATION. THE SMILES HERE ARE WHAT WE SEE WHEN PEOPLE FALL IN LOVE WITH YOUR SOAPS. VERY PROUD!

A staff member and a student from
Yarraville Special Developmental School

VICTORIA@WORK HAS BEEN OFFICIALLY LAUNCHED! AMAZING SUCCESSES AND THE EXCITING NEW CHANGES UNDERWAY WITH THE JOBS VICTORIA EMPLOYMENT INITIATIVE. GETTING MORE VICTORIANS BACK INTO EMPLOYMENT.



Some of the victoria@work team and our consortium partners celebrating the launch



WHAT A WHIRLWIND! GETTING OUR LOVELUVO BATH SALTS PACKED AND POPPED ON THE SHELVES. IF YOU'RE UMMING AND AHHING ABOUT YOUR XMAS SHOPPING... WE CAN HELP!

Ashton and Sarah-Rose

MELBOURNE'S WEST JOBS FAIR
PACKED TO THE RAFTERS WITH
PEOPLE LOOKING FOR THEIR
NEXT OPPORTUNITY. OF COURSE
OUR WEST@WORK TEAM WERE
READY AND WILLING TO ASSIST.



Team members Edz and Paul
engaging with event guests

THE CHAIR'S REPORT

On behalf of the WCIG Board it is my great pleasure to present the 2018 Annual Report.

In my last report I commented on the extent of change being experienced by the organisation and our participants and our efforts to position ourselves for ongoing success. I am pleased to report that while there is much work still to be done, we have experienced considerable success in the past 12 months.

Most importantly WCIG, together with our Working Communities Network partners, worked hard and ultimately successfully, to prepare our submission to continue as a Disability Employment Services (DES) provider under the revised Commonwealth Government arrangements. This involved the development of our service model so as to adapt to increased competition from other providers and increased expectations of participants exercising greater choice and control over the services they receive. Our aim is to be a DES provider of choice for both job seekers and employers and while we face some short term challenges, like other providers, we believe we are well on the way to achieving this.

As an organisation we remain focussed on the needs and aspirations of our participants, particularly around the issues of job access and employment readiness, and we have continued to look for opportunities to partner with other government programs and initiatives that align with our mission. This has led to our attracting significant additional funding and responsibility in areas such as the National Disability Insurance Scheme (NDIS - Federal) and Jobs Victoria Employment Network (JVEN - State).

It is always a great pleasure to be able to share our success with our partners, participants and community supporters and we did that at the launch of our Disability Aware and Ready to Engage (DARE) program in February, and at an event to celebrate our JVEN initiatives west@work and east@work in March.

In a very fluid and challenging operating environment, and while job market conditions for our most disadvantaged participants continue to impede their access to work, we are fortunate and proud to have the services of a highly skilled and dedicated staff group. Our staff strive for excellence daily in every contact with participants, employers, our partners and the general community. They know that they are the critical influence in the success of our participants. They are well led by our CEO, Ron Miers, and a talented leadership group and I want to thank each of them for their valuable and ongoing contribution.

At a governance level the organisation continues to be well served by a dedicated Board and I want to thank my fellow Board Directors; Michael Byrne (Vice-Chair), David Cragg (Treasurer), Frank Jackson (Secretary), Natalie Lupton, Pam Mutton and Sue Olney for their ongoing efforts and commitment to good governance.

Having passed our 30th anniversary mark I believe we are well positioned to meet the challenges ahead and continue to deliver on our mission. In the coming year we will renew our strategic directions in order to ensure that we have the right goals, organisational structures and resource allocation to operate successfully. We will build on a legacy of success and service to our communities and our long standing commitment to working in the best interest of those experiencing disadvantage.

Frank Carlus – WCIG Chair



THE CEO'S REPORT



This year has been significant on many fronts, largely due to the new era of personal decision making and choice that is changing the landscape of community services for those who live with disability or experience disadvantage.

Internally we have concentrated on what sort of organisation we wish to be in the future; an empowering way to look at continuing to improve the way we do what we do.

WCIG's response to these changes has been enthusiastic and diverse. Our new and existing partnerships have enabled us to consolidate our projects and successfully prepare for new ones. The coming new Disability Employment Services contract this year saw us prepare for a 5-year extension and a renewed service model.

We established a Disability Division within our organisation to better refine how we present our services to those who could benefit most from them. One of the main catalysts for this realignment was our successful application to provide various NDIS supports, which will be rolled out in Melbourne's West from October 2018.

In the new age of personal choice, to be the best choice for individuals in our community is our goal.

While we consider a lot of change and shifts in public policy and funding, I wish to acknowledge that our staff have also continued to provide stable and tailored services and programs to our participants, who remain our top priority.

When reflecting on the year and what we have achieved, I again focus on the outstanding commitment, contribution and enthusiasm of our staff. Also, the Board and Chair continue to give their time and expertise to developing and leading the organisation into a future we look forward to excelling in.

Ron Miers – CEO

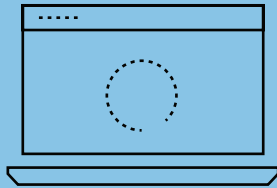
VICTORIA@WORK

EMPLOYMENT SERVICES

victoria@work was launched to incorporate both our Jobs Victoria programs, west@work and east@work. Nearly 100 guests attended, ranging from Employers, Community Organisations and jobactive providers.

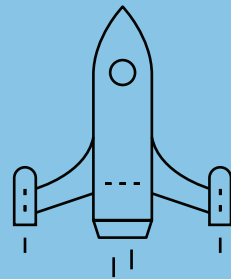
Our victoria@work website is now active

to make it easier for both employers and people seeking work to take advantage of Jobs Victoria services.

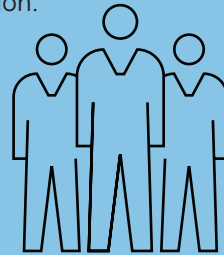


The official launch

of victoria@work was held in March and opened by Parliamentary Secretary for Industry and Employment and Member for Eltham, Ms Vicki Ward, with other notable speakers being Yossi Goldfarb, Acting Executive Director – Employment Outcomes, Department of Economic Development, Jobs, Transport and Resources.



victoria@work has been invited to be the lead provider in one of the biggest programs in the southern region of Victoria, The Southern Program Alliance Group (SPA), to assist with the social procurement for Major Projects in the region.

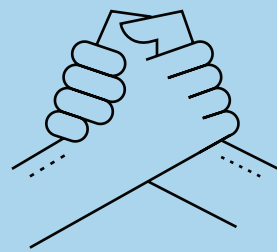


WEST@WORK

Over the past 12 months, west@work, alongside partners Djerriwarrh Community & Education Services and Wyndham Community & Education Centre has continued to grow and gain recognition as one of the leading Jobs Victoria Providers.

339 people were placed into employment

with 211 remaining in employment for 6 months or more, with the remainder tracking toward this goal.



west@work continue to support

and find employment for diverse communities in the western suburbs.

At the Annual Jobs Victoria conference

in November, we were invited to present to the other Jobs Victoria providers on the success that we have achieved in placing such a diverse and multicultural cohort into sustainable employment.



We had the pleasure

of meeting the Victorian State Treasurer Tim Pallas and Premier Daniel Andrews, and also featuring on Nine News for our work with African migrants obtaining sustainable jobs at the Werribee Zoo.

EAST@WORK

EMPLOYMENT SERVICES

Working with our WCN partners, JobCo. and E-focus, east@work was launched in September 2017 on the back of our successful west@work program. Both programs are now operated under the umbrella of victoria@work.

142 participants have achieved 6 months or more in employment.

Working with some of the largest employers

that operate in the eastern and south eastern regions we are ensuring that our participants have a chance to thrive in a competitive labour market, having engaged with 89 employers this year.

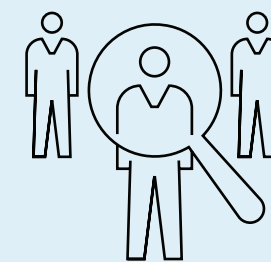


JOBS BANK

Jobs Bank is a State Government Initiative to assist extremely disadvantaged participants that are currently receiving services from other State Government Departments.

24 people

were assisted since the mid-May 2018 commencement.

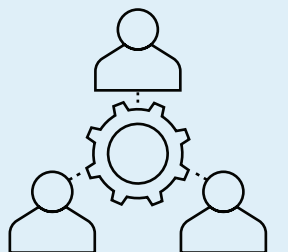


Through the work

of our dedicated staff, we are working with participants and their external case managers to address their individual needs and provide employment opportunities through our large employer network.

21 of the 24 participants

have been successfully engaged into the program and within 6 weeks, 2 have already been assisted into employment.



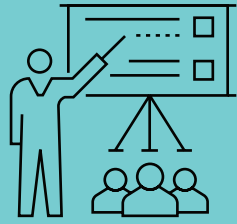
DARE

TRAINING SERVICES

The Disability Aware and Ready to Engage (DARE) educational program was developed as a response to a report on social inclusion for people with disability and funded by a Linkages and Capacity Building Grant from the NDIA.

DARE's key purpose

is to promote disability awareness and inclusion, and to dispel myths and misconceptions about disability. Training leads to practical disability friendly planning for individuals, businesses, employers, community groups and sporting clubs.



The DARE program's training modules were developed and co-delivered by a group of people who were either living with disability or had significant lived experience of disability.

500 individuals successfully participated in DARE training over a 6 month period.



DARE was delivered

as both an in-person onsite training seminar and also made available as an online educational module.



SKILLS FOR EDUCATION AND EMPLOYMENT

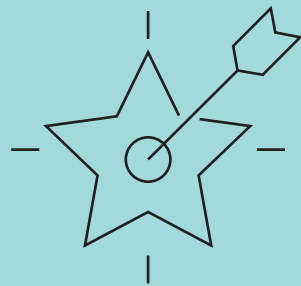
The new contract in 2017 gave WCIG the opportunity to increase its SEE classes diversifying to both youth and adult streams. Training is delivered in Ascot Vale, Flemington and Roxburgh Park.

74%

of students referred to the SEE program commenced training, with 69% of students who started training continuing for 12 months.

1 in 3 of our SEE students

this year have gone onto further education or are employed.



Our SEE program

has continued with 58 students actively involved throughout the year.

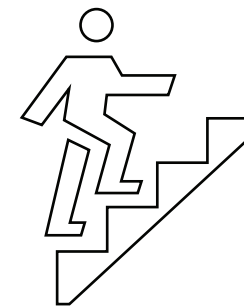
ADULT, COMMUNITY & FURTHER EDUCATION

TRAINING SERVICES

Our ACFE offering increased this year as we created two new programs based on feedback from the community.

The two new courses

included Speaking Skillfully to Gain Employment and Introduction to Customer Service for Hospitality and Retail.

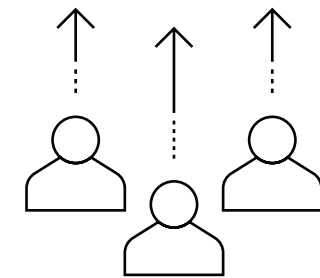


130 students

participated in the LEAP program – which engages hard-to-reach learners. During the course of this pilot program, we provided targeted job seeking skills to students across 6 delivery sites.

Delivered over 37,000 hours

of training to 717 students across 15 different delivery locations.



The team worked

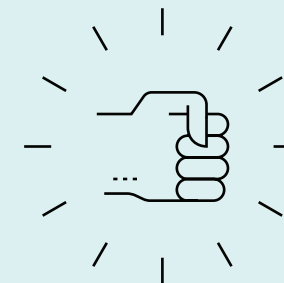
with employment service providers to provide training for community members to assist in the pathway to further education or to become job ready and better equipped to gain employment.

ACCREDITED TRAINING

Training services saw 235 enrolments in accredited training this year. 96% of students completed a full qualification or successfully completed competencies within their chosen qualification.

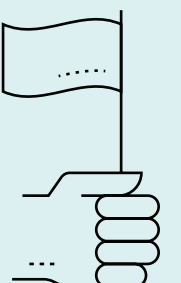
We have been working

with Asylum Seeker Resource Centre, Red Cross and Jobs Victoria to provide opportunities to disadvantaged learners and Asylum Seekers.



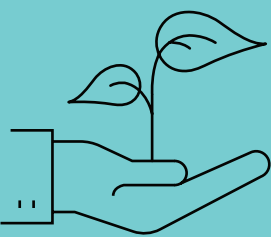
Formed a relationship

with the Filipino Community Council of Victoria to provide people with a Filipino background the opportunity to provide culture-specific services to the elderly population.



SKILLS FIRST RECONNECT

Skills Reconnect program was launched in 2017 with WCIG and CommUnity+ working in partnership to engage high-needs learners to assist them to reconnect, or re-engage in further training.



In December,

WCIG welcomed Minister for Training and Skills for Western Victoria, Gayle Tierney. Minister Tierney and WCIG’s Board Chair, Frank Carlus launched the program and commended the participants involved as well as the Skills First Reconnect Coaches on their great work.

125 participants have been supported since launching in September 2017

77% were either enrolled or preparing to enrol into accredited training. All participants successfully completed a Learning & Achievement Plan.

The team co-designed and delivered a workshop for participants called ‘Next Step’

- Returning to education
- What to expect when you study by yourself
- Active learning strategies
- Setting goals and managing your time
- Motivating yourself to study
- ‘Confidence is the best accessory you can ever own’

Foodbank also provided additional food and educational resources.



TRAINING SERVICES

“

“Reconnect is a great service [that] has helped me study my chosen course to get a good job and earn good money.

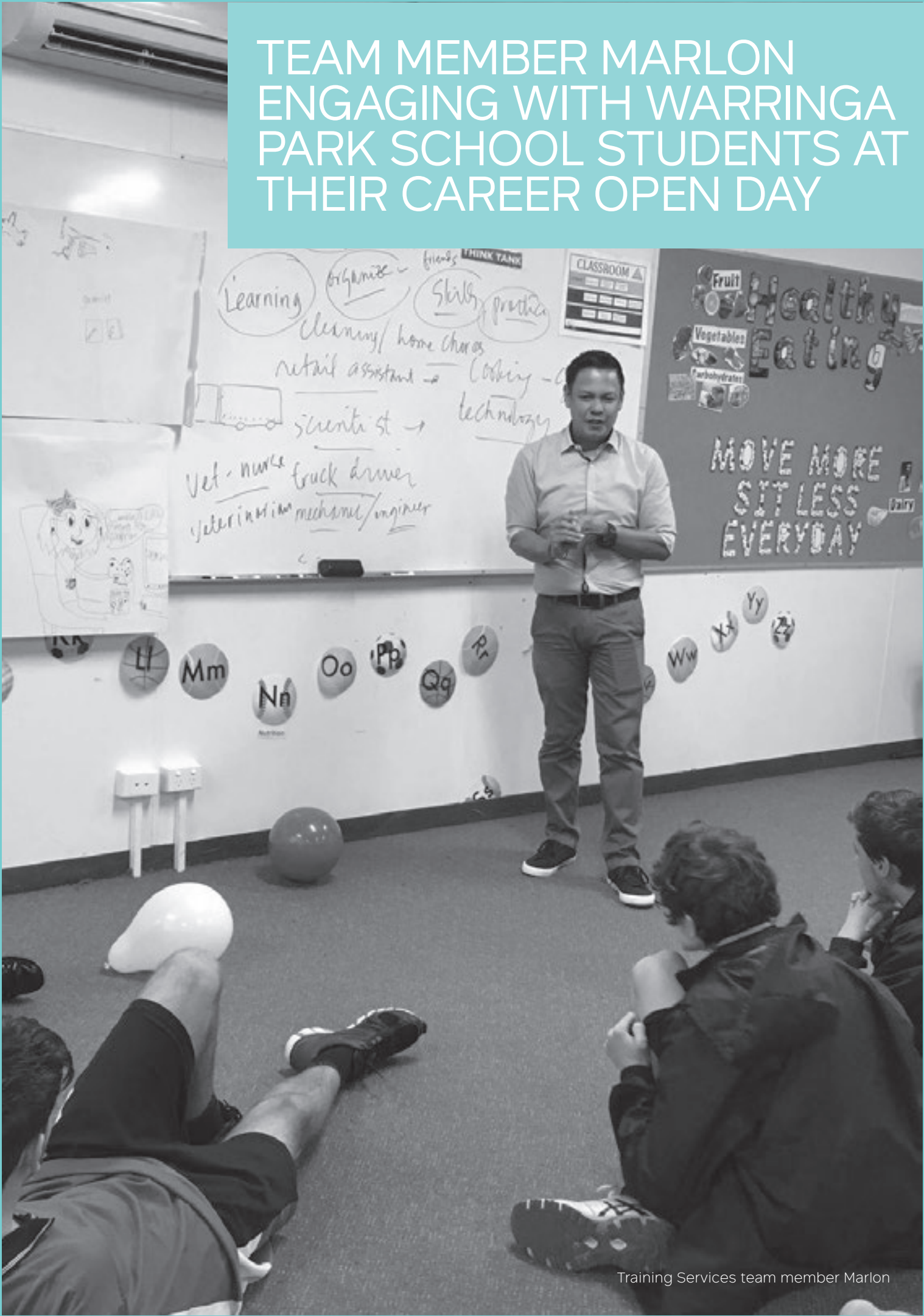
You guys are helping me turn my life around.

You have supported me from the very beginning ... I couldn’t have done all this on my own and your support and encouragement will help me succeed.

So thank you”.

”

TEAM MEMBER MARLON ENGAGING WITH WARRINGA PARK SCHOOL STUDENTS AT THEIR CAREER OPEN DAY



Training Services team member Marlon

WORKING COMMUNITIES NETWORK

DISABILITY EMPLOYMENT SERVICES

2017-2018 was the final year of Disability Employment Services. We successfully applied for a new contract and received notice that we had expanded our WCN Disability Employment Services for 2019 and beyond.

5
year contract
is in place

WCN is now a specialist mental health and general Disability Employment Service provider in all but one of our service delivery areas. This brings our number of contracts up to 17 from 10 across our nine areas of Melbourne and Geelong.



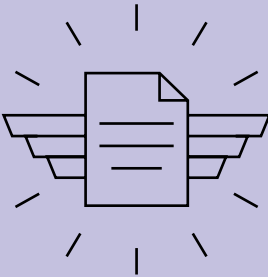
The last star-ratings for the contract were in March 2018 and for the first time since the contract commenced in March 2013, WCN could boast that all contracts were operating at between 3.75 and 5 stars.



DISABILITY EMPLOYMENT SERVICES

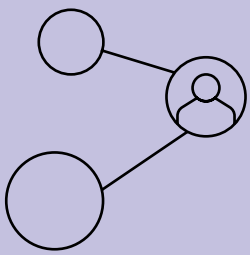
More than 500 of our participants remained in employment for three months or more.

Sustained excellence resulted in WCIG obtaining a new 5 year contract beginning 2018.



631
participants
obtained work
this year.

DES participants were integrated into broader WCIG services receiving support from Social Enterprise Group, Training Services and Disability Services.

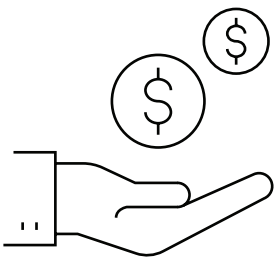
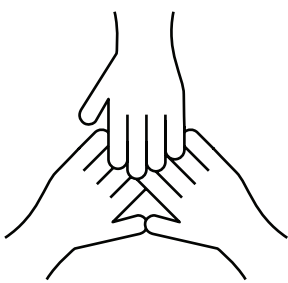


SPRINGBOARD

YOUTH SERVICES

Springboard assists young people who are leaving or have recently left residential out-of-home care to address barriers to employment and education.

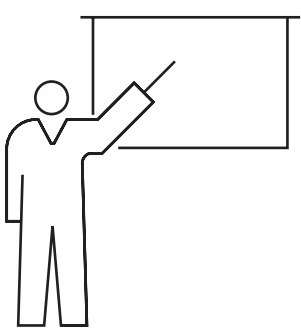
WCIG as the lead agent of Western Springboard, serves on a number of reference and advisory groups including the West Metro Education Service Coordination Group – the purpose of this is to bring together key education providers to ensure a coordinated response and education planning for young people in residential out-of-home care.



Western Springboard provided support totalling over \$170,000 to assist our young people this year.

This includes financial support for education, employment and personal goals.

65
young people in the out-of-home care system, received service from Western Springboard.



WCIG Training Services co-designed and ran a series of Blueprint living skills workshops specifically tailored to Springboard young people.

LOVELUVO

SOCIAL ENTERPRISE GROUP

We have sold over 200 soaps lovingly hand-crafted by the senior students of the Yarraville Special Developmental School. At a production rate of 12 soaps per week we put the challenge to the students and their teachers to make us enough soaps to last us through Christmas, a challenge which they met!

LoveLuvo has teamed up

with Sustainaville, a local organisation dedicated to helping small businesses operate in more sustainable and eco-friendly ways. This team-up has led to the circulation of some fantastic and exciting new ideas on how LoveLuvo can minimise its environmental footprint.



LoveLuvo's supported workers completed 1,838 hours.

Two supported LoveLuvo team members received a Board Scholarship.

The LoveLuvo stall at the

Seddon Festival was run by two of our supported workers, one of whom sold her wonderful home-potted plants and the other selling her beautiful artwork.



LoveLuvo hooked up with Boomerang Bags, a global initiative encouraging the switch from plastic bags to no-cost re-usable bags.



Some of the team from YSDS at work

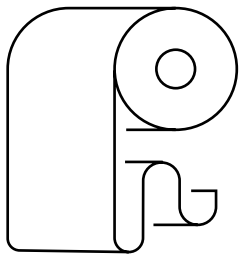
CLEANABLE

SOCIAL ENTERPRISE GROUP

Cleanable successfully linked with a large business in Melbourne's CBD, supplying all of their toilet paper, hand towels and soap consumables to all 31 floors of the building.

'Packed with Possibilities'

program launched with LoveLuvo. Supported employees pack enviro-friendly toilet paper, hand towels, soap and other office consumables and deliver to sites around Melbourne.



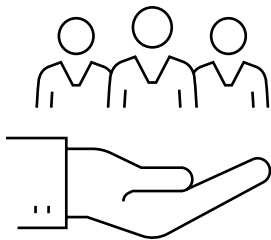
This year, the Cleanable team's supported workers completed 4,090 hours

with a supported worker also transitioning into open employment.

A member of the supported Cleanable team received a Board Scholarship.

Cleanable continues to expand

on its offering taking on some large maintenance contracts through the year seeing a number of staff develop their skillset and stepping up to learn new tasks.

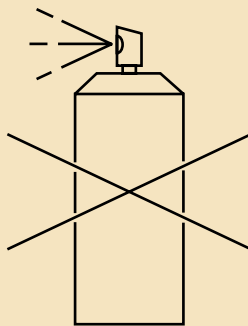


The team continues to service 20 sites

across Melbourne including housing, office and other buildings.

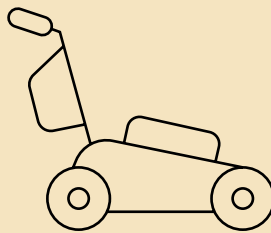
OUTSIDE BRANCH

Outside Branch was awarded an anti-graffiti contract with Western Program Alliance Kororoit Creek Road, this will see 6 employees apply an anti-graffiti application to the new overpass piers.



The team currently services

multiple sites across Melbourne, including Council parks and gardens, schools and housing complexes.



Outside Branch supported workers completed 1,683 hours.

2018 FINANCIAL SUMMARY

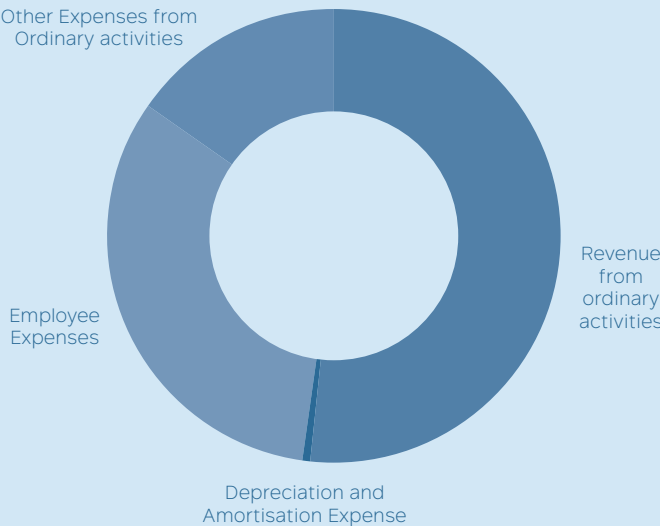
Summarised Statement of Comprehensive Income

Revenue from ordinary activities	Depreciation and Amortisation Expense	Employee Expenses	Other Expenses from Ordinary activities
\$11,824,080	(\$102,950)	(\$7,427,310)	(\$3,473,422)
2017 – \$9,456,073	2017 – (\$117,609)	2017 – (\$6,132,201)	2017 – (\$2,847,813)

Surplus from Ordinary activities

\$820,398

2017 – \$358,450



Summarised Statement of Cash Flows

Operating Activities	Investing Activities	Net Increase (Decrease) in Cash held
(\$409,898)	\$78,378	(\$331,520)
2017 – \$1,107,699	2017 – (\$217,664)	2017 – \$890,035

Cash held at the Beginning of the Financial Year

\$1,681,380

2017 – \$791,345

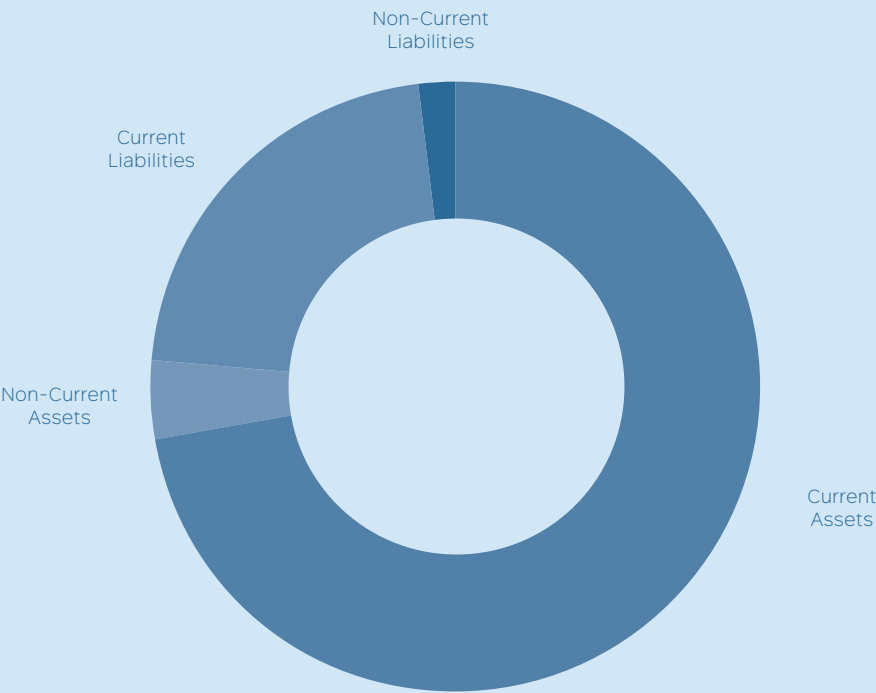
Cash held at the End of the Financial Year

\$1,349,860

2017 – \$1,681,380

Summarised Statement of Financial Position

Current Assets	Non-Current Assets	Total Assets
\$7,951,799	\$448,264	\$8,400,063
2017 – \$7,529,785	2017 – \$383,347	2017 – \$7,913,132
Current Liabilities	Non-Current Liabilities	Total Liabilities
\$2,379,482	\$191,845	\$2,571,327
2017 – \$2,728,462	2017 – \$176,332	2017 – \$2,904,794
Net Assets	Total Equity	
\$5,828,736	\$5,828,736	
2017 – \$5,008,338	2017 – \$5,008,338	
Retained Surplus and Reserves		
\$5,828,736		
2017 – \$5,008,338		

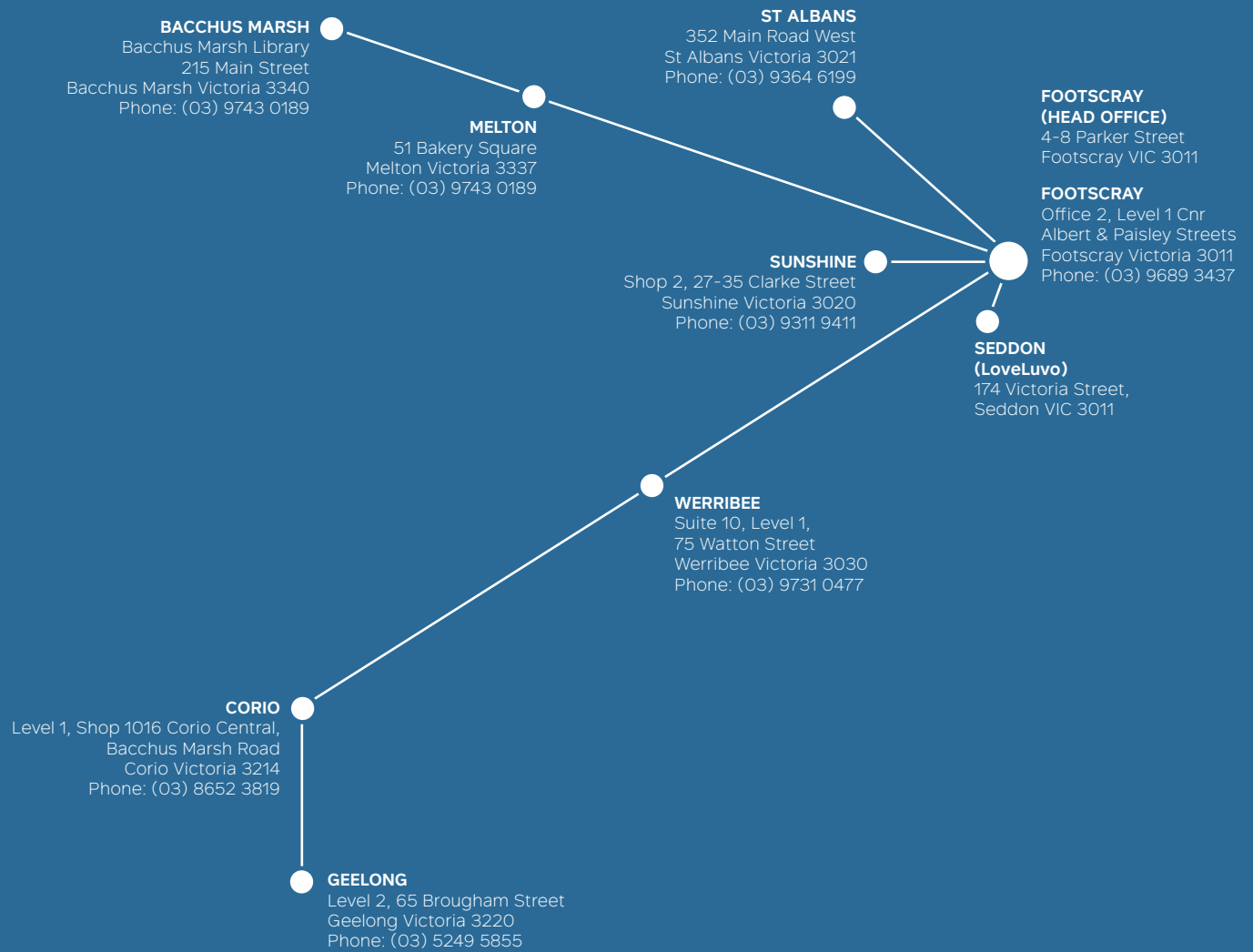


WE ACKNOWLEDGE AND APPRECIATE THE SUPPORT OF THE FOLLOWING ORGANISATIONS

AFL Sportsready	Filipino Community Council of Victoria Inc.	Mackillop Family Services	Warringa Park School
African-Australian Multicultural Employment and Youth Services	First Check Auditing	Madam Curry	Werribee Community & Education Centre
Agar	Foodbank	Maliku Holdings Pty Ltd c/o CHP Management	WestCare Foundation
AJ & GM Allen Automotive Repairs	Footscray City College	Maribyrnong College	Western Program Alliance
AMES Australia	Forever Friends Sunbury	Maribyrnong City Council	Western Regional Health Centre
Anglicare	Foundation House	Max Employment	Whitelion
Ascot Vale Church of Christ	Giraffe Corporate Clothing	MB Recycling	Williamstown Community & Education Centre
Asylum Seeker Resource Centre	Golden Poultry	Melbourne Health	Willowbank Childcare Centre Gisborne
Back to Basics	Good Start Learning Centre	Mind Health Care Geelong	Wombat Housing and Support Services
Belles Cleaning	headspace Sunshine	Moonee Valley City Council	Workskil Australia
Bennett Court Sunbury Good Start	Heine Jones	Neighbourhood House Child Care	Wyndham City Council
Berry Street	Hi Voltage	Nelson Park Special School	Xbox Entertainment
Bounce Australia	Hobsons Bay City Council	New Hope Foundation	YarraMe School
Brimbank City Council	Hudson Industrial Laundry	Newmarket Baptist Church	Yarraville Community Centre
BRITech	Hume City Council	North Melbourne Football Club - The Huddle	
Cameron	Inner Melbourne VET Cluster	Oates	
Campbell Page	Jewish Care	Orygen Youth Health	
Caprice Paper	JLL	Packco	
Carbones Café	Job Prospects	Paul's Warehouse	
Carton Finishing	JobCo.	Professionals Australia	
Centre for Multicultural Youth	Jobs Australia	Prowash - Tarneit	
Challenge Packing	John Holland Group	Red Rooster - Deer Park & Sunshine	
Cloverdale Community Centre	Kastoria Buslines	Romsey Early Learning Centre	
CoHealth	Kensington Community School	Rotary Club of Wyndham	
Combus Rentals	Kensington Public Tenants Association	Salus	
Community Kids Melton	Kyneton Good Start	Sanctum	
CommUnityPlus	Lancefield Early Learning Centre	Sarina Russo	
Complete Kids Sunbury	Laverton Community Integrated Services	Somerville Retail Services	
CPB Contractors	Lentara UnitingCare	Soya Co	
CREATE Foundation	Life Without Barriers	St Albans Heights Primary School	
CVGT Australia	Little VIPs Day Care Centre	Stevensville Primary School	
Deer Park North Primary School	Braybrook	STREAT	
Department of Education and Training	Local Learning & Employment Networks - Brimbank	Sunbury Downs Secondary College	
Department of Health and Human Services	Local Learning & Employment Networks - Geelong Region	TBT Security Doors	
Diamond Total Protective Services	Local Learning & Employment Networks - Maribyrnong/Moonee Valley	The Learning Sanctuary - Gisborne	
Dindi Naturals	Local Learning & Employment Networks - Melton	Three Sixty Trampoline Park	
Discovery Parks - Melbourne	Local Learning & Employment Networks - WynBay	TradeFlex	
Djerriwarrh Community & Education Services		Uniting Employment Services	
Drop Bear Inn		University of Melbourne	
E-focus		Victoria University	
Elynwood Services			

Minister Vicki Ward at the victoria@work launch





Westgate Community Initiatives Group Inc.

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