

Assisting Young People to Create a Better Future
Across Northern Sydney

Annual Report 2015



Business Education Network

Assisting Young People to Create a Better Future across Northern Sydney

www.nbben.com.au

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THANK YOU

All the great work we are able to achieve and all the support we can offer to young people across the region is thanks to your support!



For every young person, the journey is different and for that we ensure that they get what they need and have the confidence for the next step

Whats Inside

Our annual report is a way to showcase the achievements we have accomplished during the year and to highlight the critical importance of our service - its impact on young people - and relevance into the future.

Inside you will find summaries of all facets of "The BEN" and the mechanics of how we operate. With Government Funding diminishing in certain elements of what we do, we now look to expand our support into the corporate world and throughout supporters within the community.

About Us

The Business Education Network (BEN) is a registered Australian Charity which supports young people, who are facing considerable challenges in their lives, to transition from adolescence to adulthood. There are many real and concerning threats to the welfare and development of Australian youth and we work with our incredibly supportive and inspiring partners and ambassadors in the community to make a considerable and tangible difference.

Together we improve the lives of local families and their children by providing school and community groups with outreach and vocational programmes, exposure to industry, mentoring, qualified youth case worker support and personal development resources.



What We Do?

As a primarily government funded organisation, the BEN delivers a combination of programmes and services in which are directly targeted at supporting better outcomes for young people and enabling them to create a better future into adulthood.

We try to view things holistically and as such, provide as close to a 360 degree approach as possible. Where our capacity can be extended, once a programme finishes, we don't just stop once the funding stops.

Our programmes and services across 2015 include;

- **WORK PLACEMENT SUPPORT** - connecting over 1,500 students to real business experiences
- **NORTHERN BEACHES CAREERS EXPO** - providing the central connection for secondary students to post school options
- **LINKS TO LEARNING** - targeted and intensive support for disengaged students
- **SPECIALISED TRANSITION SUPPORT** - personalised workshops and industry engagements delivered both in and out of schools

Our Mission

Northern Beaches Business Education Network inc (t/a Business Education Network) aims to assist all young people within the local community to create a better future



Our Vision

To support the development of young people to assist them in a smoother transition from secondary school and with a higher level of educational attainment for a fuller life

How We Do It

One of the key components in our sustained success is the empathy and skills of our team to support and drive the BEN to face the next stage and the collaboration with other services across the region.

We pride ourselves with the connection we have to local networks such as the Northern Beaches Project, Peninsula Youth Interagency, Career Advisor Association of NSW and the multitude of Chamber of Commerce and Business Networks across the region.

These connections allow us to keep our finger on the pulse of what is happening in the region as well as ensure that we remain focussed on the space in which we occupy.

It is this clarity on who we are as an organisation and our objectives which allows us to remain a preferred quality provider across Northern Sydney.



Meet Our Team!

“

Our staff and the centre of what we do at “The BEN”
Our current staff for the incoming 2016 year are as follows;

”



Samantha King
Executive Officer



Godelieve Hofman-Verkuyl
Links to Learning
Programme Coordinator



Peter Merryfull
Links to Learning
Support Officer



Silvana Damen
Links to Learning
Youth Case Worker



Michele Collins
Work Placement Programme
Field Officer



Aimee Wilson-O'Connor
Administration Trainee

We would like to acknowledge the outgoing staff of 2015 for their hard work and dedication to the organisation. As a contracted government funded organisation, there are elements of uncertainty in the work we undertake and for this we are indebted to the employees who have supported the organisation with the commitment needed to improve outcomes for young people.

Kelly Vale | Andrew Lengel | Carolina Barajas | Kim Walsh | Pippa McFall
Sally McClure | Blessie Pilapil

Moving forward into 2016, we will see the growth of a partnership between “The BEN” and our counterparts in Western Sydney “Australian Schools Industry Partnership (AusSIP)” in the delivery of the Work Placement Support Programme. The new service region will span from the coast areas of the Northern Beaches across lower Northern Sydney through to Parramatta, up to Rouse Hill and Castle Hill. We look forward to the exciting future that this new partnership will bring.



Our staff are not only engaged for their direct contract responsibilities but also the overall commitment to our Mission and Vision.

It is also through the dedication of the staff that we are able to extend our services to the community in ways in which can be adapted based on need and cause.

An example of this is the Young Womens Work Inspiration programme in which the BEN was successful in securing 3 year recurrent funding from Warringah Council. This programme aims to engage young female students to understand that Careers Happen and that there is no straightforward journey.

We are also grateful for the support of volunteers which in particular support our Links to Learning programme. These volunteers make an annual commitment to the organisation and through this, are able to hone and develop on the job experience and learn through mentoring of our staff, the benefits of working in the community services sector.

We would also like to acknowledge the support of these volunteers who have been connected to us from Northern Sydney Institute of TAFE - Northern Beaches Campus. This has been for our Links to Learning programme and the Northern Beaches Careers Expo. We aim to support people entering into the sector through exposure to the expertise of our team.



CASE STUDY OF SUCCESS

Our formula of education, case management, career conversations and transition support - WORKS!

“Some kids are just not cut out for the school environment. Jason is one of these people, but just because he does not engage does not mean he will be a failure. I have all hope and expectation that he will succeed in life. The Links to Learning Program will be fondly remembered as the initial stepping stone towards Jason’s life goals”. - quote from parent

Jason was referred to the Links to Learning program by the Careers Advisor at his school. It was clear for the school that he needed to be exposed to a different environment than the class room based teachings at school. They acknowledged that Jason would show more potential in work place based learning than at school.

Since joining the Links to Learning program, Jason has made positive improvements at school. The feedback we received from school was that Jason showed a more positive attitude whilst at school, and became more engaged than the year prior.

At the Links to Learning program, Jason was one of the most driven students in the group. He became totally engaged in the learning and quite often stayed back during the lunch break to finish the project he was working on.

Both school and at the Links to Learning program Jason’s teachers have seen him growing into a confident young man over the year. Working with adults and in a more mature and responsible environment have been a

positive influence for him.

One teacher stated that Jason seems to blossom in an environment where there is mutual respect between adults and young people. Another teacher stated that he smiles more and seems happier within himself.

Jason, had nothing but glowing reports on the program, and he looked forward to each Tuesday with a passion. He loved working with all the people associated with the program and really respected the guys who were teaching him to lay bricks! He found the whole setup to be right up his alley and was forever stating that he wished school could have the same type of environment.

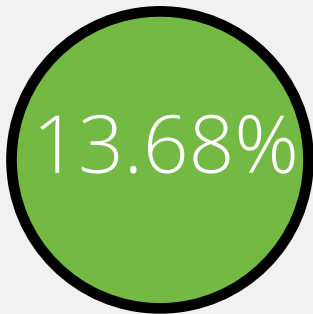


Interesting Statistics About Youth Transition and Career Education

Understanding what Career and Transition actually means respect to Young People is critical for success moving into adulthood.

If you are the carer of a young person or are person of influence, it is important to understand the impact you may have the relevance that every conversation makes!
SUCCESS is modelled from SUCCESS!

Youth Unemployment



Youth unemployment peaked in Australia for the year in July of 2015 at a rate of 13.68%

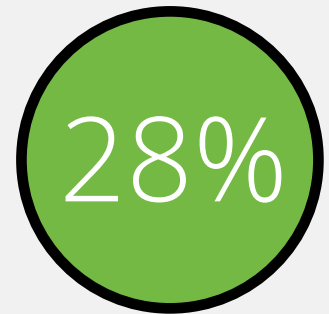
Although the Northern Beaches and Northern Sydney region usually averages half of the National rate, this is still quite high compared the the adult unemployment rate

Successful Transitions



According to the UK research of Anthony Mann - young people who engage in 4 or more QUALITY career conversations are 5 TIMES more likely to successfully transition from secondary education into the next step of their lives!

Making the Right Impression



Based on their experiences in the workplace as part of their mandatory Work Placement in vocational training, on average 28% of our students were offered employment as a result of their time in the workplace!

The Business Education Network is unique in its position within our community in that it straddles across distinct elements of a young persons life. Education - Employment - Wellbeing are all critical in assuring the successful transition of a young person from adolescence to adulthood. Our services grow and evolve based on the trending needs of young people across the region. This driver ensure we have our finger on the pulse of community, business and education.

Northern Beaches Careers Expo



For over 25 years, the Northern Beaches Careers Expo has been connecting students across the Northern Beaches and Lower Northern Sydney region with over 100 providers associated with career and transitions beyond secondary education.

The options for young people are vast and with Universities, Colleges, Vocational and Trades, Gap Year and TAFE to consider, the expo allows young people to compare many of these options all in one place

As always, the Northern Beaches Careers Expo is one of the key highlights of our annual calendar. Its aim is to support the regions teens with access to the many options available for when they exit school.

This includes the many universities and Private Colleges that draw from the region as well as apprenticeship and traineeship information for those looking at trades and the popular "Gap Year" options that are now available.

Critical support such as Universities Admission Centre (UAC) and State Training Services are also present with other services such as coaching and CV writing and interview techniques becoming an area of interest.

With an average of 2,500 students across a 2 day event, the expo continues to be an important event to both the BEN and the local community.

Youth Advantage - Making a Positive Step towards Change!

With over \$1 million in loss to transition support to Northern Beaches Youth - YOUTH ADVANTAGE was born



Youth Advantage has forged a volunteer army of over 10,000 businesses connected to the youth “transition to work” cause – a prime asset, already developed and actively targeting the needs of local economies. This was as a direct result of the cessation of the School Business Community Partnership Brokers programme.

Youth Advantage has positive economic benefits for strengthening regional sustainability and growth. The local community is best placed to mobilise local businesses, community partners and education institutions.

The capability of the Youth Advantage network represents an investment of 5 years of Federal funding. Without any further expenditure the network is ‘shovel-ready’ to drive this proposal. Lessons learned have refined our proposed program, and enable us to work with the NSW Government to establish solid KPI’s to meet specific jobs outcomes.

We took this knowledge and expertise as an Executive Group comprising of the following areas of NSW; Northern Beaches, Western Sydney, Penrith/Blue Mountains, Hunter Valley, South Coast and Illawarra to the NSW Treasurer where in principle committment was made to utilise this infrastructure for the growth of NSW and support of Youth. Following the re-election of the NSW Government, a journey of portfolios has ensued through Premier and Cabinet and more recently the Department of Industry.

The key issue for success is a change in critical thinking and for education and Industry to not work in isolation for the needs of young people.

Stay tuned for our progress.

Highlights from 2015

There were a few key highlights in 2015 that are definitely worth recognition. These are a testament to the dedication of the staff at the BEN and the quality and valuable outcomes we deliver to young people and the broader Northern Sydney Community

Address from Tanya Davies MP - Secretary to the Minister for Youth Affairs

As part of our Links to Learning Graduation, we were honoured to have an address from Tanya Davies on behalf of Minister John Ajaka to recognise the success and achievement of our Links to Learning graduates

Inaugural Empowering Young Minds Mental Health Forum

We were privileged to be a supporting partner of the first Northern Beaches/Lower North Shore Mental Health forum for secondary school students. Led by Lifeline Northern Beaches, this events aims to promote awareness of youth



mental health and develop strategies to combat this in schools by inspiring students.

Northern Beaches Project

The launch of the Northern Beaches Project in 2015 saw students from Narrabeen Sports High School, Balgowlah Boys Campus and Cromer Campus to participate in an early intervention solution to disengagement in education associated to homelessness.

Young Womens Work Inspiration

Hosted at Mackellar Girls Campus with in excess of 150 students, undertaking career profiling, career conversations with local female business leaders and introduction to managing stress and anxiety as the HSC grows closer.

Finalist - Young Business Leader - NSW Business Chamber Regional Awards

Third time running finalist for our Executive Officer in the regional Young Business Leader category. A notable achievement which shows the consistent strive for success from the leader of our team!



Keep Your Currency Up!



We have always been supportive of young people but are often overlooked for the work we do to support stronger teaching outcomes for young people. We are involved annually in the professional development of teachers which allows us to bring industry professionals to mentor teachers providing more relevant teaching references to young people and closing the gap of expectation from education to the workforce.

Long Term Support

Many of our host employers have been working with us for as long as we have existed! Each year we aim to celebrate the support and quality work place learning experience these businesses provide to our local youth. Many of these businesses host regularly throughout the year - some as many as 4 per week! Without their dedication and support, students would be unable to make informed choices about the industries they are interested in pursuing.



Audit and Financials for 2015 Year

In this next section you will find all the relative audited financials for the Organisation for our financial (calendar) year.

Our organisation is contracted to undertake a vast majority of the work we do. As a requirement and standard of the organisation, we audit all our contracted accounts annually based on our financial year (Calendar year)

These accounts are independently audited by:

IJR Accounting Pty Ltd
Suite 31
12-14 Waratah Street
Mona Vale, NSW 2103 Australia

These audits are representative of the four contracted areas of the business:

Links to Learning - Engage
Links to Learning - Connect
Work Placement Support Programme
Fundraising Account

**NORTHERN BEACHES BUSINESS EDUCATION NETWORK
INCORPORATED**

**Statement of Financial Performance for the 12 Month Period Ended
31 December 2015**

	Note	Actuals
		\$
Revenues		
Government grants		\$169,531.18
Other funding revenue		
Interest revenue		\$.02
Total Revenues		<u>\$169,531.02</u>
Expenses		
Rent & Outgoings		34,530.87
Gross Salaries		100,413.61
Superannuation		5,889.93
Recruitment & Consultancy Costs		255.00
Communication Costs		4,219.84
Consumables		1,508.30
Travel		2,966.16
Promotion & Marketing		1,419.63
Audit and Bookkeeping Fees		3,320.00
Insurances		1,851.43
Professional Development		880.00
Management Committee Expenses		760.33
IT Support		11,462.30
Total Expenses		<u>\$169,477.40</u>
Net surplus (deficit)		<u>\$ 53.62</u>

The accompanying notes form an integral part of these financial statements

**NORTHERN BEACHES BUSINESS EDUCATION NETWORK
INCORPORATED**

Statement of Financial Position as at 31 December 2015

	Note	\$
Assets		
Current assets		
Petty cash		773.25
Cheque account		1,179.72
Accounts receivable		
GST paid (receivable)		9,423.23
Prepaid expenses		137,496.92
Total current assets		<u><u>\$148,873.12</u></u>
Total assets		<u><u>\$148,873.12</u></u>
Liabilities		
Current liabilities		
Accounts payable		91,450.97
GST collected (payable)		-181.99
Total current liabilities		<u>91,268.98</u>
Total liabilities		<u>91,268.98</u>
Net assets		<u><u>57,604.13</u></u>
Equity		
Contributed equity		57,550.51
Retained surplus (deficit)		53.62
Total equity		<u><u>57,604.13</u></u>

The accompanying notes form an integral part of these financial statements

**NORTHERN BEACHES BUSINESS EDUCATION NETWORK
WORK PLACEMENT NSW REGION 5, FUNDING 2015**

Independent Audit Report - WPSP

To:

Senior Co-ordinator Work Placement Support Program, New South Wales
Region 5
Department of Education and Communities; and
Chairman of Management Committee, Northern Beaches Business Education
Network Incorporated.

Scope

I have audited the attached special purpose financial report of Northern Beaches Business Education Network (NBBEN), in relation to the Work Placement Support Program NSW Region 5 for 2015, for which funding received by NBBEN was \$169,531.18 (excluding GST). The financial report comprises the income statement, the balance sheet, and the notes to the financial statements for the 2015 funding period, being the year ended 31 December 2015. The management committee of NBBEN is responsible for the financial report and has determined that the accounting policies used are consistent with the reporting requirements of the New South Wales Department of Education and Communities (DEC). I have conducted an independent audit of the financial report in order to express an opinion on it to the above addressees. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of DEC.

The financial report has been prepared for distribution to the above addressees for the purpose of fulfilling the NBBEN Management Committee's financial reporting requirements to DEC with respect to the funding provided. I disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the addressees or for any purpose other than that for which it was prepared.

My audit procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material aspects, the financial report is presented fairly in accordance with the accounting policies described in Note 1 to the financial statements and the other reporting requirements of DEC. The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

With respect to the grant funding noted above, in my opinion, the financial report presents fairly, in accordance with the accounting policies described in Note 1 to the financial statements and the other reporting requirements of DEC, the financial position of NBBEN as at 31 December 2015 and the results of its operations and its cash flows for the year then ended.

It is my opinion that:

Save for individual variances to budget line items, which may be ascertained from perusal of the income statement, funding received from DEC has been expended in accordance with the terms and conditions of the funding contract: and

The description of the expenses in the financial statements represents accurate classifications of the nature of expenses.



Kelvin Lam CPA

IJR Accounting Pty
Limited

Commercial Suite 6
Level 1 1741-1745
Pittwater Road

Mona Vale NSW
2103

24 February 2016



2015 LINKS TO LEARNING COMMUNITY GRANTS PROGRAM AUDITED FINANCIAL STATEMENT

Reporting Period: 1 January 2015 to 31 December 2015

ORGANISATION NAME:	NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED
PROJECT NAME:	YEAR 10 ENGAGE
PROJECT LOCATION	INGLESIDE

INCOME:	2015
1 ST GRANT PAYMENT	\$ 59,945.00
2 ND GRANT PAYMENT	\$ 44,959.00
3 RD GRANT PAYMENT	\$ 44,959.00
SACS ERO PAYMENT	\$ 1,158.18
INTEREST RECEIVED	\$ 0.07
TOTAL INCOME	\$151,021.25

EXPENDITURE:	2015
WAGES PROJECT COORDINATOR & DELIVERY STAFF	\$ 81,121.62
RELATED SALARY ONCOSTS (INSURANCE)	\$ 1,544.92
EXTERNAL PROVIDER COSTS TO DELIVER ACCREDITED COURSES	\$ 49,088.43
FUNDING PROVIDED TO SCHOOLS FOR IN-SCHOOL COORDINATION	\$ 0.00
ACCOMMODATION COSTS –RENTAL LEASE COSTS FOR PROJECT DELIVERY	\$ 7,375.49
MANAGEMENT FEES AND ADMINISTRATIVE COSTS (break down below)	
TRAVEL (excluding student travel)	\$ 809.70
CONSUMABLES/EQUIPMENT	\$ 3,013.78
AUDIT AND PROFESSIONAL FEES	\$ 3,320.00
PROFESSIONAL DEVELOPMENT OF STAFF	\$ 500.00
MANAGEMENT COMMITTEE EXPENSES	\$ 2,661.81
IT EXPENSES	\$ 1,815.45
TOTAL EXPENDITURE	\$151,251.20

UNSPENT 2015 FUNDS TO BE RETURNED TO THE DEPARTMENT OF EDUCATION	\$ -229.95
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I have audited the accounting and associated records relating to the above mentioned project and have received from the organisation concerned all the information to substantiate that the funds have been expended in accordance with the conditions of the Links to Learning 2015 Funding Agreement. In my opinion the above statement shows a fair and accurate record of the receipts and payments relating to the project and no funding has been accrued. I confirm that the organisation's accounts reflect no fee for service for assistance provided under this Project. I certify that I am a member of the Institute of Chartered Accountants or a member of the Australian Society of Certified Practising Accountants or a member of the National Institute of Accountants holding a current Public Practice Certificate and I am not an employee of the organisation, or a person who has any financial interest in the organisation.

Sign *K. Y. Lam* Date 25/2/2016
 Name KELVIN LAM Phone (02) 99995867
 Position ACCOUNTANT Company ISR ACCOUNTING Pty Ltd
 Professional Membership Number 9157229 Member Type (eg CPA) CPA

The **original unaltered** 2015 AUDITED FINANCIAL STATEMENT must be submitted to: Coordinator, Youth at Risk, Links to Learning Program, NSW Department of Education and Communities, Locked Bag 53, DARLINGHURST NSW 1300.

Please attach qualifying statements, where necessary.



2015 LINKS TO LEARNING COMMUNITY GRANTS PROGRAM AUDITED FINANCIAL STATEMENT

Reporting Period: 1 January 2015 to 31 December 2015

ORGANISATION NAME:	NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED
PROJECT NAME:	YEAR 10 CONNECT
PROJECT LOCATION	INGLESIDE

INCOME:	2015
1 ST GRANT PAYMENT	\$ 59,945.00
2 ND GRANT PAYMENT	\$ 44,959.00
3 RD GRANT PAYMENT	\$ 44,959.00
SACS ERO PAYMENT	\$ 1,158.18
INTEREST RECEIVED	\$ 0.08
TOTAL INCOME	\$151,021.26

EXPENDITURE:	2015
WAGES PROJECT COORDINATOR & DELIVERY STAFF	\$ 77,005.81
RELATED SALARY ON COSTS	\$ 12,417.99
EXTERNAL PROVIDER COSTS TO DELIVER ACCREDITED COURSES	\$ 30,596.37
FUNDING PROVIDED TO SCHOOLS FOR IN-SCHOOL COORDINATION	\$ 5,000.00
ACCOMMODATION COSTS –RENTAL LEASE COSTS FOR PROJECT DELIVERY	\$ 3,746.35
MANAGEMENT FEES AND ADMINISTRATIVE COSTS (break down below)	
TRAVEL (excluding student travel)	\$ 503.77
CONSUMABLES/EQUIPMENT	\$ 5,069.89
AUDIT AND PROFESSIONAL FEES	\$ 3,320.00
PROFESSIONAL DEVELOPMENT OF STAFF	\$ 400.00
MANAGEMENT COMMITTEE EXPENSES	\$ 398.45
INSURANCE	\$ 1,694.41
OTHER PROJECT COSTS	\$ 11,135.25
TOTAL EXPENDITURE	\$151,288.29

UNSPENT 2015 FUNDS TO BE RETURNED TO THE DEPARTMENT OF EDUCATION	\$ -267.03
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I have audited the accounting and associated records relating to the above mentioned project and have received from the organisation concerned all the information to substantiate that the funds have been expended in accordance with the conditions of the Links to Learning 2015 Funding Agreement. In my opinion the above statement shows a fair and accurate record of the receipts and payments relating to the project and no funding has been accrued. I confirm that the organisation's accounts reflect no fee for service for assistance provided under this Project. I certify that I am a member of the Institute of Chartered Accountants or a member of the Australian Society of Certified Practising Accountants or a member of the National Institute of Accountants holding a current Public Practice Certificate and I am not an employee of the organisation, or a person who has any financial interest in the organisation.

Sign *Kelvin Lam* Date 25/2/2016
 Name KELVIN LAM Phone (02) 99995867
 Position ACCOUNTANT Company ISR ACCOUNTING P/L
 Professional Membership Number 9157229 Member Type (eg CPA) CPA

The original unaltered 2015 AUDITED FINANCIAL STATEMENT must be submitted to: Coordinator, Youth at Risk, Links to Learning Program, NSW Department of Education and Communities, Locked Bag 53, DARLINGHURST NSW 1300.

Please attach qualifying statements, where necessary.

NORTHERN BEACHES BUSINESS EDUCATION NETWORK

Independent Audit Report

Society Cheque Account

Scope

I have audited the attached special purpose financial report of Northern Beaches Business Education Network (NBBEN), in relation to the Society Cheque Account for the period 26 June 2014 to 30 June 2015. The financial report comprises the income statement, the balance sheet, and the notes to the financial statements for the above period. The management committee of NBBEN is responsible for the financial report and has determined that the accounting policies used are consistent with the reporting requirements. I have conducted an independent audit of the above account in order to express whether the accounting policies used are appropriate.

My audit procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material aspects, the financial report is presented fairly in accordance with the accounting policies described in Note 1 to the financial statements and the other reporting requirements.


The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

With respect to the Society Cheque Account, in my opinion, the financial report presents fairly, in accordance with the accounting policies described in Note 1 to the financial statements and the other reporting requirements, the financial position of Society Cheque Account as at 30 June 2015 and the results of its operations and its cash flows for the period then ended.

It is my opinion that:

The description of the income and expenses in the financial statements represents accurately the classifications of the nature of that income and expense.



Kelvin Lam CPA

IJR Accounting
Pty Limited

11 April 2016

134 Killarney Drive

Killarney Heights
NSW 2087

Work Placement Supporters

Thousands of students have access to quality work place learning experiences thanks to the businesses that partner with the Business Education Network each year. This is a "GOOD WILL" programme and as such we would like to recognise the support of the following businesses for their efforts in 2015.

360 Sports and Entertainment
ABC - TV News
ABN Newswire
Absee Media
Academy of Interactive Education
Aesthetic Building & Facades
Affordable Rendering
Albion Lane Cafe
Alder Performance Engineering
All Powered Up
Allambie Heights Public School
Alliance Project Group Pty Ltd
Alliance Property Landscape Services
Aloha Surf Manly
Altone Constructions
Amici Di Toni Restaurant
Amora Hotel Jamison
ANF Automotive
Antrim Building Services
Aotearoa Landscapes
APW Motorcycles
Aquatic Projects Pty Ltd
Artrain Express
Audio Visual Events Pty Ltd
Astracraft Shopfitters Pty Ltd
Australian Native Landscapes
Australian Women's Weekly
Back of House
Balgowlah Heights Deli
Barrenjoey House
Beachview Homes
Beers-R-Us Pty Ltd
Best & Less
Best Practice Certification
Beukers Building
Bicycle NSW
Bilgola Deli Cafe
Bill Buckle Auto's PTY LTD
Blue Water Cafe
Bradcor Developments Pty Ltd

Bradstreet Building Services
Bridgestone Select
Brooklyn Yamaha Brookvale Mazda
Browne Built Constructions
Burnt Orange
Business Education Network
C1 Cafe Brasserie
Cafe Ibiza
Caseys Toys
CBRE (C) Pty Ltd
Central Coast Tourism
Chaos Cafe
City Beach
CJE Constructions
Col Hunter Electrical
Commodore Hotel
Compact Repair Centre
COOH Pty Limited
Craig Norrish Plumbing
CRC Property Services Pty Ltd
Cream Studios
Credible Security & Vision Pty Ltd
Criniti's Manly
Cromer Public School
David Ferrari Construction
David Stuart Constructions
Davidson High School
Debrich Custom Joinery



Dee Why RSL Club
 Design It Landscapes Pty. Ltd
 Devcorp Contructions Australia
 Drive Away Holidays - North Sydney
 Duffield Constructions
 East West Engineering
 East West Flooring
 Echo on the Marina
 Edmonds Real Estate
 Edwards Landscapes
 Electric Sunshine
 Entertainment Marketing Group Pty
 Ltd
 Espresso 64
 Exran Computer Systems
 Extreme Dance Pty Ltd
 Fancy Forks Pty Ltd
 Fish Vision Pty Ltd
 Flavour Buds Pty Ltd
 Flexi Schools
 Fluid Building Services Pty. Ltd
 Forest Catering
 Forestville Public School
 Fuji Xerox Australia
 Fujifilm Australia PL
 Fusion Point Pty Ltd
 Future Developments & Construction
 G Brothers - Mercedes
 Garden Estate Landscaping
 Garfish Restaurant - Manly
 Gastronomy Australia Pty Ltd
 Genteel Gardens
 Giro Construction Group P/L
 Good Foundations Building
 Good Will Landscaping
 Gourmet Tarts Catering
 GR Hutton Plumbing
 Graybuilt Pty Ltd
 H2O Café / Restaurant
 Hansen Engineering
 Hard Wired Electrical Sydney Pty Ltd
 Hardware & General Supplies Ltd
 Hello Manly Information Centre
 High Street Bakery
 Hit Cafe



HoneyBee International Pty Ltd
 Hotel Steyne Manly
 Hugh Monnock Building
 Hugo's Manly
 Hunter Air Conditioning
 iCreate Landscape and Design Pty Ltd
 Jamie Gorman Building
 Jellyfish Café
 Jent Constructions
 Johnson & Johnson / ATOS
 Jonah's Restaurant
 Joseph-Henri's Bakery
 K.A. Taylor Sheetmetal Engineering Pty
 Ltd
 Kambora Public School
 Kent Osborn Constructions
 Kirk Building
 Kirribilli Village Cafe & Restaurant
 Kwik Kopy Frenchs Forest
 La Repubblica
 Lamond Building Pty Ltd
 Landscape Excellence
 Landscapes By Linton Pty. Ltd
 Linkaspace
 Little Creatures Mini Excavation
 Lorimer Building Services

Lyon Technics
 Mackenzie Marine
 Madame Tussauds Sydney
 Made Contracting Pty Ltd
 Manly 16ft Skiff Sailing Club
 Manly Grill Seafood and Steakhouse
 Manly Harbour Loft
 Manly Kayak Centre
 Manly Library
 Manly Musical Society
 Manly Surfboards
 Manly Wharf Hotel
 Mantra Hotel - Chatswood
 Marina Affairs
 Marshall Building Pty Ltd
 Mary MacKillop Place Museum
 Media Online Business
 Mercato e Cucina
 Mercedes-Benz North Shore
 Milestones Catering Services
 Miramare Gardens
 Misfit Shapes
 Modern Star
 Molins & Co. Pty Ltd
 Mona Vale Hotel
 Mosman Smash Repairs
 Motorcycle Weaponry
 MQ Realty Pty Ltd
 Multidwell Group Pty Ltd
 Musgrove Constructions
 Muxlow Motors
 Narraweena Public School
 New View Construction
 Newark Constructions Pty Ltd
 North Shore Fabrication
 Northern Beaches Constructions
 Northlight Engineering
 Nourished Cafe
 Novotel Sydney Manly Pacific
 Novotel Sydney on Darling Harbour
 NSW Department of Education
 Oak Home Improvements
 Online Fusion
 oOh Media!
 Out of Africa Restaurant Pty Ltd
 Ozart Design



P & N O'Carroll Design & Construction
 Pty Ltd
 Palm Beach RSL
 Palmers Chartered Accountants
 Paul Betts Electrical Pty Ltd
 PC-Eftpos Pty Ltd
 Peninsula 2 & 4WD
 Peninsula Personnel Recruitment
 Services
 Peppercorn
 PicNet Ltd Pty
 Pier One Sydney Harbour
 Pier One Sydney Harbour
 Pilu at Freshwater
 Pittwater RSL Club Ltd
 Pittwater Uniting Church
 PM-Partners Group
 PT Precision Automotive P/L
 PWG Constructions
 Pymble Golf Club
 Quick Plus Plumbing
 Quickclips Online Video Production
 Ray White Allambie
 Ripples Chowder Bay
 Roger Cowley
 Roma & Co Manly
 Royal Agricultural Society of NSW
 Roysted
 RSL Life Care
 Ruby's Corner
 Sadhana Kitchen
 Sandstone Cafe
 Shades n Clay Pty Ltd
 Shandar Tandoori Restaurant

Shangri-La Hotel Sydney
 Shannons Engineering & Design
 Silk Studios Australia Pty Ltd
 Simply Subaroo
 Stacey Electrical Pty Ltd
 Staging Connections Group Limited
 State Training Services
 Stella Blu Cafe / Ristorante
 Stella Italian Kitchen
 Steve Bullen Plumbing P/L
 Sugarcane Restaurant
 Swissotel
 Sydney Beachouse YHA
 Sydney Harbour YHA
 Sydney Tower Eye
 Symantec Australia
 Taronga Zoo
 Terraset Stonemasons
 Terrey Hills Golf and Country Club
 The Bathers' Pavilion
 The Collaroy Centre
 The Customer Experience Company
 The Oaks Hotel
 The Runaway Spoon
 The Wholefood Larder
 Thomsons Outdoor Pine
 Timeless Tours & Travel
 Tipi Pty Ltd
 TME Custom Cabinets
 Tokens of Living
 Tommy Bahama
 Top Quality Builders Topform
 Travel View



Universal Concrete
 Universal Construction Pty Ltd
 Ute 4 It Contracting
 Valley Electrical
 VisionOne Mechanical
 Warringah Automotives
 Warringah Brake & Clutch
 Warringah Council
 Whitewater Restaurant
 Wildclove
 Wiseberry Mona Vale
 World Projects South Pacific - 26th
 Australian International Music
 Festival
 Dee Why Computer Exchange
 Yarradee Landscaping Pty Ltd
 Yoda
 Yum Restaurants International - KFC
 Australia





From top left (clockwise): Year 9 Links to Learning students taking the WHS white card training, Easter Show placements are always a hit, Year 10 Links to Learning students building the foundations for the new dam pier, Year 9 Links students pouring their first concrete slab, Pippa and the boys goofing around during lunch break, a helping hand from our neighbours - Matthews Contracting to level the carpark after some bad weather

EO Sign Off for 2015

I'd like to begin by thanking the dedicated staff, trainers and volunteers for such a great year!

2015 was a hard year with a new structure of programming and a Work Placement tender to challenge, we definitely had our work cut out! But always onwards and upwards!

In 2016 we look forward to a more settled round of the Links to Learning programmes for years 9 and 10 across Northern Sydney, with a new working partnership with our colleagues at AusSIP in Parramatta.

We aim to continue growing our self funded streams to enable flexible response and delivery of programmes we know our region needs and look to secure key alliance and corporate sponsoring partners in order to do so.

I would like to thank our ongoing sponsors and supporters such as Kelloggs for their donations for our breakfast programme and Matthews Contracting and to the other local businesses who has sporadically donated items during the course of the year.

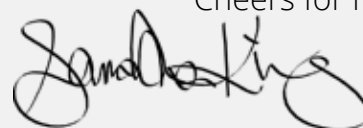
In alignment to this we also aim to strengthen our Board of Management with the necessary skills to take the BEN to the next step of its journey in servicing Northern Sydney young people.

On a personal note; 2015 was especially satisfying as it saw the graduation of Andrew, our School Based Trainee. Andrew's journey began with us as a Links students and then following this, 6 months of work experience followed by a 2 year traineeship.

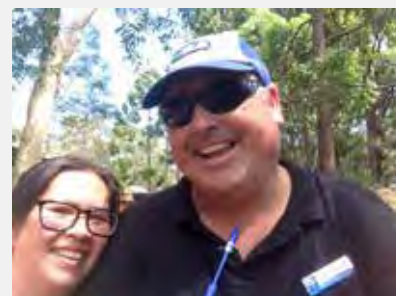
During this time all of us at the BEN saw Andrew mature from a teenage boy into a hardworking young man who will one day be a valuable asset to a lucky employer! He is now currently completing his HSC.

On that note; I want to thank you for time in sharing our recap of 2015. I am very grateful for the support we have within the community that makes our jobs such a rewarding daily experience. I look forward to your support into 2016 and beyond!

Cheers for now!



Samantha King | Executive Officer



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