Acknowledgements

The Chairperson, Board of Directors and Management of MADEC would like to acknowledge the contribution made by MADEC staff members in the design, compilation and production of this report.

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Board of Directors

Bill Nicol
Chairperson
Professional Civil Engineer and Planner operating across the MADEC service area. Brings strategic planning, project management and sustainable development to the Board. Board member for 15 years.

Gayle Danson
Director
Employed part-time by SUNASSIST, a local not-for-profit organisation. Has a background in community service provision and development. Board member for 3 years.

Linda Pratt
Director
Community Relationships Manager, Mallee Catchment Authority. Past member of the Northern Mallee Leadership Program Community Reference Group. Brings Human Resource management to the Board. Board member for 1 year.

Jayne Sunbird
Director
Previously employed as a Business Facilitator at MADEC prior to establishing own consultancy business. Brings public relations and marketing skills to the Board. Board member for 3 years.

Peter Jones
Director
Dried fruit property owner for over 30 years. Served as Chairman of the Dried Fruits Association, delegate to the ADFA, VFF and NFF. Served on the Workplace Relations and Water Committees. Member of the Dried Grape Industry Advisory Council. Board member for 1 year.

Leon Follett
Director
Dryland farmer from Euston. Provides the Board with input on local issues from the Mid Murray region. Board member for 9 years.

Christine Roberts
Director
Qualified and practising Chartered Accountant and Financial Planner with an extensive background in both fields. Provides the Board with sound financial advice and direction. Board member for 1 year.

Tristram Lock
Director
A practicing solicitor with a local commercial law firm. Brings legal and corporate governance to the Board. Board member since May 2011.

Director Angela Haywood resigned 28 March 2011
Our Values

- The upholding of trust, honesty and individual and organisational accountability in all we do and say
- The right of each and every person to be treated with respect and dignity
- The spirit and ethos of strengthening communities through providing training, employment and education
- The initiative and creative potential of individuals and the contribution they can make to MADEC
- The professional growth and development of board members, management and staff that will enhance their skills, knowledge and experience
- The development and delivery of high quality services to our clients and customers through continuous improvement and organisational development processes
- The principles and practices of economic, social and environmental sustainability.

Our Mission
Strengthening communities by developing and delivering regional initiatives and solutions through innovative and responsive education, training and employment services.

Our Vision
Regional Initiatives, Regional Solutions

MADEC defines strengthening communities as the provision of services in the areas in which we operate, which enhance the potential of individuals in strengthening their communities through training, employment and education.
Our Strategic Goals

Our Services We will be recognised as a provider of high quality, innovative and responsive education, training and employment services.

Our Employers We will be recognised by employers as a one-stop-shop for professional, reputable and reliable provision of education, training and employment services.

Our People We will value and invest in our people to maximise their potential.

Our Community We will seek and build strategic and honest community partnerships which assist in developing community capacity.

Government Funding We will work positively in collaboration with all funding agencies.

Our Organisation We will continue to be a financially viable, accountable and responsible organisation.
I have great pleasure, as Chairperson of the MADEC Board of Directors, in presenting this report on the Board’s activities for 2010/11.

I never cease to be amazed at what MADEC achieves and along with the other Directors, the Board is proud of the role MADEC plays in helping to build Community Capacity across our service areas. MADEC continues to cement its position as a leader in providing employment, education, training and community networks to regional Australia.

MADEC operates from 21 sites across Victoria, New South Wales and South Australia in delivering a broad suite of services. MADEC Community Groups, as members and major stakeholders of the organisation, have continued to utilise MADEC facilities and support services with several of the groups retaining their status as foundation members.

MADEC’s Community Development Unit, in collaboration with our staff located in regional centres, has a strong focus on community based projects and assisting with the Community Capacity building process.

The MADEC Board has responsibility for governing the organisation on behalf of its members. The Board has an active governance program and is serious in delivering strategic outcomes for all stakeholders. As part of the Board’s commitment to good governance, a close relationship has been developed with the Australian Institute of Company Directors and encouragement is given to Board members to undertake the Company Directors course.

The Board appreciates the guidance and support in Governance matters provided by Company Secretary, Max Polwarth.

A key obligation of the Board is to regularly review MADEC’s three Year Strategic Plan. The Strategic Plan identifies new opportunities for MADEC to strengthen its business and to work with its communities in fostering their development and sustainability. The organisation has already taken action to implement and deliver many initiatives in the 2009/2012 Plan and the Board is supporting the Plan with resources through the annual budget process.

MADEC derives its income from a number of sources including contracts and service delivery agreements with Commonwealth, State and Local Governments. MADEC competes in a fully competitive environment for the majority of its programs. As such, the Board and senior management must remain focussed at all times on effective financial management, timely management reporting and the quality of service.

The Chief Financial Officer is progressing through a major upgrade of the financial management system. Changes already made are providing the Board, CEO and all MADEC Branches with much better information across the spread of MADEC’s business arms.

MADEC’s business is administered from its Mildura base and it is worthy of noting that MADEC’s presence and activity level in each community we service makes a significant financial and social contribution to each local and regional economy.

MADEC continues to apply “best practice” in the services it provides to clients. The effectiveness of the Quality Management System is demonstrated by the high level of compliance with internal and external requirements, the quality
of employment outcomes achieved for jobseekers and the level of practical skills attained by participants in a training program. MADEC has completed the second year of new contracts with the Commonwealth Government now delivering Job Services Programs across the regions shown on the location map (page 12). The year has been one of consolidation, whilst striving to build on existing business in MADEC's traditional service areas within Victoria, New South Wales and South Australia and coupled with development of MADEC's community profile in the newer service areas in southern metropolitan Adelaide, the Yorke Peninsula and the Clare Valley.

As members are aware, the MADEC Board is a "skills based" board. When a casual vacancy arises MADEC has been fortunate to recruit well qualified and experienced new Board Members.

The National Harvest Labour Information Service continues to operate from Mildura in undertaking its important role to support horticultural regions and businesses across Australia in sourcing labour. The service works closely with MADEC’s Harvest Labour offices in Victoria, New South Wales and South Australia and with a network of Harvest labour offices operated by other providers to service all states and territories. In years such as we have experienced during 2010/11 with floods and cyclones wiping out traditional crops in Queensland, MADEC was able to work with inland cotton growers to transfer harvest workers unable to work on the east coast to assist with the cotton harvest, demonstrating the benefit of a controlled and coordinated Information Service operated by highly skilled, experienced and innovative MADEC staff.

Following the purchase of land in Madden Avenue during 2008 as the future site for a new MADEC Community College, funding assistance was made available in 2009, through a partnership arrangement between the Federal and State Governments and MADEC under the “Investing in Community Education and Training” element of the Teaching and Learning Capital Fund for the Vocational Education and Training Program.

Completion of the new MADEC Community College was a major achievement during 2010/11 and now provides a facility of ongoing benefit to Mildura and the surrounding Region for many years ahead. The building was completed on 17 September 2010 and officially opened on 8 April 2011.

The MADEC Community College provides a state-of-the-art teaching and learning environment at a time when education, training and upskilling have been identified by Governments at all levels and community leaders as key drivers of sustainability, particularly for Regional Communities. The Board is encouraged to see increasing enrolments and the level of use being made of the building.

I reported in the 2009/10 Annual Report that the Victorian Education Department had confirmed the MADEC site at 339 Deakin Avenue was required for “regional use” and, as such, MADEC would be required to relinquish the property.

At the time it had been expected that a gradual withdrawal from the site extending beyond 2010 would be possible, to allow time to explore options for relocation of each of the community groups and MADEC activities accommodated on the land. This however, was not to be, and total withdrawal from 339 Deakin Avenue, was required by Christmas 2010 to allow the Education Department access to the site for the start of the 2011 school year. Withdrawal which was no mean feat, was achieved to the credit of all involved given the enormity, complexity and disruptive nature of the exercise. The Board appreciates the cooperation management received and the tolerance evidenced by each community group at a difficult time.

The MADEC Community College and the MADEC Wesley Centre have been well utilised as a venue for several of the community groups relocating from 339 Deakin Avenue, whilst others have scaled back their activities, pending alternative venues becoming available. SUNASSIST has taken the opportunity to establish a standalone presence well located to continue provision of its important service to the Mildura community.

During the year, MADEC responded to an ‘Expression of Interest’ by the Mildura Rural City Council to become involved in the management and operation of the Old Mildura Homestead precinct. The Board sees considerable potential for MADEC to expand its education and training opportunities in tourism, hospitality, horticulture and resource management through operation of the site to enhance visitor experience and promote the complex as a key site on the Chaffey Trail. MADEC is looking to build on the excellent work undertaken by the Old Mildura Homestead Committee of Management over many years. A Memorandum of Understanding is being developed between MADEC and Mildura Rural City Council which will hopefully lead to formalisation of the arrangements in the latter part of 2011.

MADEC Labour Hire was established in 2009 to provide employees recruited directly to businesses. After two years of operation MADEC Labour Hire is creating many new and ongoing opportunities for casual, part time and permanent employment across the MADEC service area.

The growth of the labour hire enterprise and changing environment for the community sector business required the board and management to undertake a review of the structure of the MADEC Labour Hire during 2010/11 and as a result has taken action to consolidate the MADEC Labour Hire entity with the MADEC Australia core business.
Aligned to MADEC Labour Hire has been the Pacific Seasonal Worker Pilot Scheme, a partnership arrangement between the Federal Government and MADEC. MADEC is an ‘Approved Employer’ under the scheme. The scheme, which is being run as a pilot program by the Commonwealth Government, has provided MADEC to engage workers from Tonga, Kiribati and, more recently, Papua New Guinea in employment for a period of six months in the horticultural sector. Scheme participants have been based in Robinvale VIC working in almond plantations, in Guyra NSW harvesting hot house tomatoes and in Manjimup WA working in citrus groves. In addition to generating input to local economies and creating an opportunity to transfer wages earned to their families at home, MADEC provides accredited training and upskilling to participants. Skills gained by workers are easily transferred home and MADEC constantly receives positive feedback of the benefits to local communities. MADEC has taken a leading role, not only as an employer under the scheme but also in facilitating the pastoral care supporting workers experiencing a new country, new community and new climate.

In 2012 the Wesley Church building will celebrate its centenary. MADEC is working towards celebrating the centenary with a program of community events. Whilst the primary structure of the building is sound, a considerable amount of restorative work is required to both the exterior and interior. The MADEC Board has had a comprehensive report prepared by a Heritage Architect detailing priority works — applications for Heritage funding grant assistance have been made. It would be timely if restoration can be effected to celebrate the Church’s 100th birthday.

Acknowledgments: MADEC’s continuing success is founded on the commitment, skills and expertise of our valued staff across the organisation, underpinned by the support and input of community members and business and project/program partners. Leadership is essential and the Board appreciates the dedication of our Chief Executive Officer, Pat Thorburn, our General Manager Business Development, Sue Hamence, the Corporate Management Team and all staff for their professionalism in the delivery of the ever expanding suite of MADEC services and programs. The collective expertise and efforts of staff both at an organisational level, and personally, are widely recognised and appreciated in all sectors of the broader community.

In conclusion, I would like to extend my sincere appreciation to each of the MADEC Directors for accepting the responsibilities associated with governance of a diverse and geographically widespread community based organisation and for their contribution to the business of the Board.

Bill Nicol
FIEAust, CPEng., MAICD
Chairperson

MADEC Community College provides a state of the art teaching and learning environment at a time when education, training and upskilling have been identified by Governments at all levels and community leaders as key drivers of sustainability, particularly for Regional Communities.
MADEC uses principles and the practice of community governance to empower the Board to govern the organisation that supports management and operational responsibilities. The Board ensures that MADEC achieves its mission, strategic goals and objective to fulfill its role by developing and monitoring governance policies. MADEC exists to achieve desirable objectives for the community. The Board is aware and operates on the principles of corporate governance. These principles are:

MADEC’s constitutional and strategic parameters provide a framework within which the Board can act in the best interest of members.

MADEC has a clearly defined governance structure that provides for an efficient and effective Board including its committees and task forces.

Terms of reference and/or job descriptions define the roles and responsibilities of the Board, committees and task forces and the key positions therein.

Sound working relationships, between both individual Board members and the Board as a whole, enables the Board to establish and build a partnership with its Chief Executive Officer and MADEC stakeholders.

Key organisational systems provide the Board with timely and accurate strategic data, information and knowledge. These organisational systems assist the Board to undertake its work of strategic leadership, policy-based decisions, maintaining and reviewing and ensuring compliance.

Determining MADEC’s reason for being and its alignment to markets, ensures the Board can drive the core business whilst management and staff deliver the core business via existing and new products and services. This approach ensures that current and future needs and expectations of members, clients and customers are met whilst providing a platform for the potential long term viability, sustainability and profitability of the organisation.

Regular monitoring and reviewing of MADEC’s performance against key result areas and key performance indicators that provides strategic data, information and knowledge from which strategic decisions can be made and new initiatives can be directed.

MADEC is able to demonstrate its performance to date and how it envisages its success in the future. Through the measurement of performance, data and information the Board and management make strategic decisions and ensure MADEC’s vision, desired future and key result areas are achieved.

MADEC Board focuses and delivers its economic, social and environmental citizenship that contribute to its stakeholders’ economic, social and environmental wellbeing, whilst demonstrating to the stakeholders that MADEC’s vision & mission, values & ethics, and reason for being or core business have been actioned.

**Composition of Board**

The Directors of the Company in office at the date of this statement, together with particulars of their qualifications, experience and areas of special input to the Board are set out on Page 2.

During the year the following changes to the composition of the Board occurred:

Angela Hayward resigned on 28 March 2011 thereby creating a casual vacancy on the Board. Tristram Lock was appointed as a Director of 30 May, 2011 upon the recommendation of the Nominations Committee.

To assist the Board in the execution of its responsibilities, a number of Committees are established and meet on a regular basis during the year. Each Committee has a Terms of Reference approved by the Board and each is empowered to consider matters of relevance and to formulate recommendations for presentation to the Board at its regular meetings.

The Board Committees and a brief summary of responsibilities is as follows:

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<th>Committee Name</th>
<th>Responsibilities</th>
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<tr>
<td>Audit/Risk Committee</td>
<td>Ensures the reliability, integrity, compliance and coverage of financial, risk, quality data, information, quality documents and resources and that the</td>
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</table>
The Board of Directors Chairperson assures the integrity of the Board. The Board acts in trusteeship for MADEC’s owners, recognising this by gathering information from the owners about their aspirations, concerns and needs; remaining up to date in matters concerning the owners interests; and reporting to the owners on a regular basis on the performance of the organisation.

Chairperson
Mr Bill Nicol

Directors
Mr Ian Ballantyne
Ms Gayle Danson
Mr Leon Follett
Ms Angela Hayward Resigned 28 March 2011
Mr Peter Jones
Mr Tristram Lock Appointed 30 May 2011
Ms Linda Pratt
Ms Christine Roberts
Ms Jayne Sunbird

Company Secretary
Mr Maxwell Polwarth

2010/2011 Board Meetings attended

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<tr>
<td>Mr Ian Ballantyne</td>
<td>9</td>
</tr>
<tr>
<td>Ms Gayle Danson</td>
<td>11</td>
</tr>
<tr>
<td>Mr Leon Follett</td>
<td>10</td>
</tr>
<tr>
<td>Ms Angela Hayward</td>
<td>2</td>
</tr>
<tr>
<td>Mr Peter Jones</td>
<td>11</td>
</tr>
<tr>
<td>Mr Tristram Lock</td>
<td>2</td>
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<tr>
<td>Ms Linda Pratt</td>
<td>8</td>
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<tr>
<td>Ms Christine Roberts</td>
<td>12</td>
</tr>
<tr>
<td>Ms Jayne Sunbird</td>
<td>10</td>
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<tr>
<td><strong>Total Board meetings held</strong></td>
<td><strong>12</strong></td>
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Board Committees

Audit/Risk Committee:
- Ian Ballantyne (Convenor)
- Gayle Danson
- Christine Roberts
- Tristram Lock

Nominations Committee:
- Jayne Sunbird (Convenor)
- Ian Ballantyne
- Gayle Danson

Governance Committee:
- Jayne Sunbird (Convenor)
- Linda Pratt
- Peter Jones
- Tristram Lock

Building & Facilities Committee:
- Gayle Danson (Convenor)
- Bill Nicol
- Leon Follett
- Peter Jones

Gifts, Donations & Bequests Committee:
- Christine Roberts (Convenor)
- Gayle Danson
- Leon Follett

Recruitment, Review and Remuneration Committee:
- Bill Nicol (Convenor)
- Ian Ballantyne
- Jayne Sunbird
- Linda Pratt
Throughout the past twelve months staff have continued to work towards achieving the objectives of the MADEC Strategic Plan. A major focus has been the opening of the new Community College Building in Sunraysia and the integration of training delivery and recruitment services into our newer sites in South Australia. Both Community College and Employment Services staff are working to ensure our service delivery model provides skilled workers for our employers and ensures social inclusion for the more disadvantaged members of our community.

Consistently high performance throughout all MADEC sites throughout the year has contributed to MADEC’s future sustainability with the following highlights:

• Opening of the new state-of-the-art MADEC Community College, linked to the Wesley Centre along with the implementation of maintenance of Course Standards Groups throughout our organisation.

• Increased training delivery across all sites. Introduction of MADEC’s first Child Care Courses delivered in SA at Kadina, Clare and Murray Bridge and training delivered for schools in Swan Hill, Riverland and Southern Adelaide.

• Commenced delivering Career Development Services from our Murray Bridge site. The project involves providing career advice and workshops to jobseekers which is funded by SA Works.

• Official opening and launch of Jobs Campaign in Kadina, where over 100 guests celebrated the occasion including MADEC Board members, senior staff and a cross section of local employers, community groups and organisations from throughout the York Peninsula.

• Partnership with the McLaren Vale Grape, Wine and Tourism Industry Association as major sponsor of the long established and highly successful, McLaren Vale Outstanding Cellar Door Person for 2011-2013. The Cellar Door Person of the Year Award in McLaren Vale has been celebrated for twenty five years. Combining the McLaren Vale experience with MADEC’s national coverage will produce a long term benefit to both MADEC, the region and the community of McLaren Vale.

• The MADEC information booth at the Careers and Training Expo held at Wayville Showgrounds certainly enhanced MADEC’s profile in South Australia. Staff from all MADEC South Australian sites supported the event.

• MADEC’s Labour Hire business has performed well and has certainly increased our market share during the past twelve months in Sunraysia, Swan Hill, Kadina and the Riverland. This part of our business is set to expand into other MADEC regions during the next twelve months.

• Complete refurbishment of the MADEC website. The focus was on creating an interactive and user-friendly site to promote the diversity of MADEC programs. The website was designed to facilitate easy navigation for all stakeholders and is visually appealing through the incorporation of modern and vibrant images. Over 4000 stakeholders have visited the new look website during 2010/2011 to obtain information on training options, job vacancies and employment programs.
Community College has proven to be a great venue for meetings, special morning teas and fundraising events. Community Groups and staff have together assisted a number of organisations through fundraising. Our achievements documented in this report are due to the hard work and dedication of all staff. Thank you to the Management team for always going the extra mile to achieve results for our clients and our organisation. I would like to welcome CFO Joy Hentschke, Community College Manager Dr Tom Haig and Job Services Manager Donna Tairua. Who joined MADEC and have quickly become valued members of our management team.

Thank you to Chairperson Bill Nicol and all Board members for your support throughout the year. The time, commitment and knowledge that you bring to governing MADEC, on a voluntary basis is greatly appreciated. Our longest serving Board Members have overseen the organisation’s growth from a small hobby and leisure training provider in Mildura to a large Community Business operating throughout Australia.

Ten students from the Indigenous Youth Leadership Program along with MADEC staff members Peter Allan and Krystle Hunt attended the four day National Student Gathering for year 10 scholarship recipients indigenous at Uluru. The activities are designed to develop leadership skills, recognise the importance of cultural identities, explore pathways to further education, training or work, and enhance the wellbeing of the students. All aimed at assisting students to make a successful transition to mainstream employment or tertiary studies.

The Rural and Regional Committee, at the Parliament of Victoria, is undertaking an Inquiry into the Capacity of the Farming Sector to Attract and Retain Young Farmers and Respond to an Ageing Workforce. Workforce retention and attraction, particularly in terms of training and retraining skilled young farmers was the major focus of the inquiry. MADEC was represented by Board Member Peter Jones, Community College Manager Dr Tom Haig and CEO Pat Thorburn. The Committee was chaired by Paul Weller MP.

Community College and trainer Colleen McShane have been short listed as finalists in the Wurreker Training Provider Awards 2011 in the following categories: Adult, Community Education Provider and Teacher/Trainer. Eligible organisations must be participating in the Wurreker strategy and involved through partnerships to support career development and employment outcomes for Indigenous students.

Our Community groups are major stakeholders and form an integral part of MADEC’s philosophy and vision to deliver Regional Initiatives and Regional Solutions. Thank you for your support during the past year, particularly when we were required to vacate the site at 339 Deakin Avenue, within an extremely tight timeframe. It is certainly inspiring to see your work on a more regular basis. The

During January flood water inundated the Kerang region and as a result, the MADEC office closed from January 19 to 27. The threat to the township was serious and as a result residents of the Kerang township were evacuated. Fortunately the levee banks held and the township was not flooded however all roads into Kerang were closed leaving 3 staff unable to get to the office and 2 staff evacuated from their homes. This was a challenging time for staff however they handled the situation well and took measures to prepare for the threat.

National Harvest Labour Services (NHLIS) continued to identify and develop national partnerships with stakeholders including growers and workers. Strategic relationships were forged throughout regional Australia including a new affiliation with Cotton Australia to enable underutilised sugar cane workers to gain employment in the cotton harvest. This program which was aptly titled ‘Operation Harvest Help’ resulted in the immediate employment of sugar cane workers and cotton harvest vacancies being filled by skilled workers. The success of the program clearly demonstrated the capacity of the NHLIS to work collaboratively with industry representative bodies and growers.

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Our Locations
Community

MADEC staff work with diverse organisations within our Community.
MADEC in the Community

Move to Community College

2010/11 brought about major changes for the Community section of MADEC. After 40 years of operation at the site of 339 Deakin Avenue MADEC Community College Groups relocated to the new Community College in Madden Avenue. The new building accommodated our Community Groups and they have settled in well.

The Mildura Woodturners and Woodworkers have based themselves at the Old Mildura Homestead, where they have operated for many years. The increased presence has assisted and has seen an increase in sales of their work and the members are enjoying the interaction with site visitors. The Mildura Pottery Club moved to temporary premises and SUNASSIST moved to new offices in Lemon Avenue.

Art of Volunteering

The ‘Art of Volunteering’ is an art exhibition acknowledging the artistic interpretation of volunteering in our community. The 2010/11 exhibition was held at the 25 Deakin Gallery. MADEC Board member Jayne Sunbird officially opened the 4th Annual MADEC “Art of Volunteering” Exhibition.

The works portray the artist’s perception of volunteerism and people working together for the betterment of the community with entries from local artists, school and local volunteers.

Ms Sunbird also presented the exhibition prizes to the winners of each section as follows:

- Open Craft Section - Alice Gove
- Open Drawing - Irene Nicholson
- Open Photography - Year 11 St Josephs College Art Group
- Junior Craft Section - Robinvale P-12 School
- Junior Painting/Drawing Keely Walsh from Chaffey Secondary College
- Junior Photography - Rochelle Marron from St Josephs College
- MADEC Corporate member group - Mildura Branch of the Embroiderers Guild.

The ‘Art of Volunteering’ exhibition showcases MADEC’s partnership with volunteers within our local community. It highlights the work of Community Groups associated with MADEC. The exhibition at 25 Deakin was very successful with consistent attendance over its duration. There was positive feedback received from the general public.

MADEC raised $1,171.05 for the Cancer Council’s “Biggest Morning Tea”
**Broadband for Seniors**

MADEC hosted a “Broadband for Seniors” kiosk in the Community College. “Broadband for Seniors” is a government sponsored program that encourages mature Australians to learn how to “surf” the internet and use email. The program was very well supported by volunteer instructors with local “seniors” showing great enthusiasm to learn new computer skills in a friendly environment.

**Fundraising and Giving Back**

MADEC Staff and Community Groups continue to participate in fundraising events. The new Community College provides an excellent venue to meet and hold special morning teas and fundraising activities.

MADEC this year participated in a number of fundraisers, supporting a variety of charitable causes. The highlight of our fundraising initiative was raising nearly $1200 for the Cancer Council’s “Biggest Morning Tea”.

**VETiS Student Excellence Awards**

MADEC is the principal sponsor of the annual VETiS (Vocational Education and Training in Schools) Student Excellence Awards. This awards night recognises the achievements of students from Year 9 to Year 12 who have demonstrated ‘excellence’ throughout the school year whilst attaining a dual school – level and trade qualification.

Secondary Schools throughout the region nominate students for ASbA (Australian School based Apprenticeship), VCAL (Victorian Certificate of Applied Learning) and VET (Vocational Education and Training). Study programs include a range of subjects: Automotive, Engineering, Avionics, Business, Retail, Hairdressing and many more. In 2010, eighty student nominations were received across twenty-four categories. All nominees are interviewed by a panel prior the event and selected category winners are presented an award on stage by their Sponsor. The evenings highlight is the announcement of ‘Student of the Year’ chosen from the category winners. In 2010, Coomealla High School was awarded the perpetual trophy to retain until next year’s event.
Work Experience and Work for the Dole projects have continued to deliver endless benefits to the communities that MADEC operates within.

Activities provide job seekers with practical ways to connect with their communities and demonstrate their abilities to potential employers. Work experience helps job seekers to:

• Develop skills on the job
• Demonstrate their abilities to potential employers
• Obtain references
• Meet new work contacts
• Participate in structured training
• Stay connected with the workforce

Work Experience and Work for the Dole projects offer participants a wide range of opportunities to develop skills in various workplace environments.
Sunraysia

**Mildura Trades Connect Project**

MADEC’s Byrne Court Workshop is the venue for the “Trades Connect” project. The focus of the project is trades and construction that build labouring skills for all industries and include structured training units. The project produced items that were made from donated materials. These items were donated to not for profit charities such as the Salvation Army. Other products produced are utilised in other work experience activities in Sunraysia and Murray Darling Employment Services Area.

MADEC recycles discarded hot water units, which are a by-product of the Federal Government’s initiative to rebate new Solar Hot Water Services. Units have been purchased from authorised scrap metal agents and then converted into effective outdoor heaters. The heaters will play a role in Retail Training courses that MADEC deliver for identified Job Seekers. Students, as part of their training, identify and target appropriate markets for the heaters.

**Riverside Golf Club**

MADEC and the Riverside Golf Club have a long established relationship that has seen many projects completed over a number of years. Job seekers of all ages and backgrounds have gained valuable experience that has lead to gaining sustainable employment. This relationship continues with the “Tee It Up” activity that focuses on both environmental land management issues with the local Catchment Management Authority (CMA) and Horticultural landscaping trades. The activity also includes structured training in units of competency in Horticulture.
Work Experience Projects

Mid Murray

MADEC Environmental Awareness

Participants took part in the MADEC Environmental Awareness activity which provided them with real work experience and training in areas of environmental beautification, revegetation, and tree planting, landscaping and gardening in public park land and community gardens, construction, concreting and painting. Participants were involved in the beautification of walking tracks and of the local cemetery grounds. Participants have assisted with general garden maintenance, clearing of debris and pruning of tree lines.

Murray Mallee Seedbank

Participants have been involved with the Murray Mallee Seedbank which has allowed participants to learn and address the long term environmental needs in the area. Students have developed skills in seed collection and revegetation, germination testing, plant identification, storage and cleaning.

Art Gallery Support

Participants worked at the local art gallery which provides a link to the community for visitors. The activity has provided participants with valuable skills in customer service, administration and retail sales as well as increasing their knowledge in culture of art in the community.

The Robinvale Golf Club

The Robinvale Golf Club continues to host participants to complete their WFD requirements by engaging them to assist with landscaping and general maintenance of the golf course and its surrounds.

Riverland

Noppin Project

The Noppin Project has been an extremely successful project with participants learning various skills within the structure of the Kungun Community Development Centre’s “Community Vegetable Garden”, “Stage Area” and “Dancing Ground”. The “Snake Trail” continues to be built.

The Centre’s stage was filled with clean fill and then topped up with crusher dust and levelled off by MADEC jobseekers. Stairs were constructed on both sides of the stage, with a joint effort from the participants and the Work Experience Supervisor who taught participants how to build wooden steps. The Snake Trail is a path built around the boundary of the Kungun centre. It will have hand rails and a deck. The trail will have native plantings and bush tucker.

Other skills learned by participants through the Nappin Project include the building and construction of fencing with perm pine logs, use of hand drills and power saws, safe operation procedures, techniques for the joining of pine logs, and capping for the joins.

The building and construction of garden beds and retaining walls around the Art Centre (made out of perm pine logs) and then filling the garden beds with bark chips was a very rewarding experience for the participants. To sit back and see the difference they had made, left them feeling very proud.

Reports submitted to members of the HEARING Board who are overseeing the projects and Regional Development Australia have all been positive, with comments being made that they are very pleased with the work completed by MADEC, Work Experience participants and Supervisors.
Yorke Peninsula

**Moonta National Trust**

This project is focused on cleaning up many of the old mine shafts at Moonta and includes placing fences around old mine shafts, cleaning rubbish and vegetation out of the shafts and placing signs at shafts. Participants have the opportunity to learn labouring skills including fencing and landscaping.

**Wallaroo Mines Bowling Club**

This project encouraged participants to develop skills in building and maintenance. The project has included renovations to the club's bar facilities, painting of exterior fences and sheds and renovations to the south and north ends on green one.

**The Kadina Kitchen**

The Kadina Kitchen is a MADEC project which involves cooking 40 to 60 meals on a weekly basis. Meals are mainly cooked for the elderly at a minimal cost which helps finance the project. Job seekers participating in the project have been taught many aspects of Cooking and Kitchen Skills. Combined with MADEC’s in house training and marketing, many participants have been successful in obtaining employment in the hospitality industry. The project helps job seekers to build their confidence and self esteem. Working as a team whilst participating in a community project, builds connection within the local community.

Southern Adelaide

**Southern Care Community Solutions project - Noarlunga**

The project at St Francis Anglican Church enables participants to take part in a multitude of activities. Clients work in the church’s Op-Shop where they can gain valuable experience in pricing, customer service, presentation, setting up and closing the shop at the end of the day.

Experience is also gained in the grounds of the church where participants undertake various tasks including – gardening, weeding, planting of various plants, mowing and building of garden beds.

Clients with data entry and office administration experience also assist in the office, recording the history and the names of past members of the church in a database.
MADEC continues to seek and build strategic and honest community partnerships which assist in developing community capacity.
Community & Corporate Members

Australian Association of Massage
Australian Breastfeeding Association
Australian Inland Botanical Gardens
Australian Plants Society
Cake Decorators of Victoria Inc.
Cardross Progress Association
Compassionate Friends - Mildura Group
Creative Living
CWA Murulla
Denbeigh Embroidery Group
Drought Relief Australia
East End Community House
Electric Light Theatre
Embroiders Guild of Victoria
Gordon Sandy Support Group
Mallee Accommodation & Support Program
Mallee Folk Club
Mallee Sports Assembly Inc.
Mallee Sustainable Farming Inc.
Mildura Ballet & Dance Guild Inc.
Mildura Bobbin & Lace Group
Mildura Eisteddfod Society Inc
Mildura Genealogical Society Inc.
Mildura Muscle Car Club
Mildura Pottery Club
Mildura River City Jazz Club
Mildura Rostrum Club
Mildura Sport Aviation Club
Mildura Woodturners & Woodworkers Inc.
Murray Valley Dog Obedience Club Inc.
Neighbourhood Watch Area 1 & 2
Oasis City (CERC)
Oasis Stargazers Club
Penguin Club - Group 19 Mildura
Red Cliffs Historical Railway Society
Ruby’s Cargo
Sunassist
Sunraysia Arts Council
Sunraysia Bird Observers Club
Sunraysia Chess Club
Sunraysia Community Radio Association
Sunraysia Doll, Teddy & Toy Club
Sunraysia Farmers Market
Sunraysia Information & Referral Services (SIRS)
Sunraysia Irish and Friends Assoc.
Sunraysia Mallee Ethnic Communities Council
Sunraysia Patchwork Friends
Sunraysia Pranic Healing Group
Sunraysia Soccer Association
Sunraysia Spinners & Weavers Inc.
TADVIC
This’n That Craft and Social Club

MADEC has 52 corporate members
MADEC Community College offers a wide range of training options across Victoria, New South Wales and South Australia, with twelve permanent campuses and a network of outreach sites.

With a focus on providing skills development training that will lead to employment, or improved employment outcomes, MADEC offers around forty nationally accredited qualifications and courses, plus a wide variety of short courses, both classroom based and online, for employment or leisure purposes.
MADEC Community College

MADEC’s new state-of-the-art College with education and training facilities alongside our Wesley Centre continues to be a source of pride to both staff and students. The building was officially opened on 8 April 2011 with Mr. Bill Nicol, MADEC Board Chairperson officiating, assisted by Chief Executive Officer Pat Thorburn. Over 100 invited guests attended and was a remarkable day in the history of MADEC.

Since the opening of the new building, MADEC has seen 2179 students enrolled up to 30 June. This included 114 Indigenous/Torrens Straight Islanders and 2065 non-Indigenous students who completed their chosen studies. 25 students have gained employment, with another 33 employed as trainees.

MADEC implemented its Maintenance of Course Standards Groups across training areas to support Trainers with up-to-date training resources and to serve with a focus on quality improvement. The groups have been well received by all Trainers and Site Managers across the organisation.

2010/11 also saw the establishment of several Memorandums of Understanding between the College and other agencies including the Kadina Memorial High School and Accustom Consulting (both in South Australia) who are now delivering accredited business courses under our Scope or Registration. The memorandums clearly spell out the responsibilities of both parties to ensure quality training is provided.

The Community College in Mildura was invited in early March to provide a modified First Aid program to ‘at risk’ Mildura students. The program was extremely well received and MADEC has been contracted by other schools to provide similar training across a range of program areas - and - as part of the wider community and regionally focused ‘Unlocking Sunraysia’s Potential’ project.

The Unlocking Sunraysia Potential Project was launched in late February that addressed a range of inter-related challenges to improve retention and student engagement. MADEC’s education and training services across South Australia continue to prosper. We look forward to South Australia Government’s ‘Skills for All’ policy platform which is due to commence in 2012. The new policy should lead MADEC accessing government financial subsidies for SA based training in much the same way as we currently do in Victoria. This initiative has the potential to lead a significant growth in our South Australia based education and training programs.

Community College Staff volunteered and ran a marketing and information stall at the Centro Shopping Complex in Mildura in May 2011. MADEC continues to market and promote its courses via the local press, Facebook and monthly mail outs.

MADEC is represented on the Northern Mallee Local Learning Network and other peak groups. MADEC’s involvement with peak groups has already borne fruit by way of increased business, including fee for service training in the hospitality industry.

MADEC’s capital works program saw the installation of overhead projectors in our main classrooms this year with plans to have the remainder in place during the upcoming financial year. MADEC’s Staff upgraded to Certificate IV in Training and Assessment (TAE10) during this year.

MADEC Community College provides high level of service across our entire organisation supporting our Site Managers and Trainers with high quality materials, information and resources. This increased effort has not gone unnoticed and it is pleasing to receive so many positive comments from our colleagues. MADEC is confident next year will be even bigger and better.
## Scope of Registration

### Qualifications

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### Accredited Units

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### Accredited Courses

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Employment Services

MADEC is a not for profit community based organisation, offering a diverse range of employment solutions as a large provider of Job Services Australia.

Job Services Australia is the Australian Government’s national employment services system. Job Services Australia is focused on meeting your needs, whether you’re a job seeker or an employer.
Employment Services

MADEC continues to deliver high quality and high performing services across our Employment Service areas of Sunraysia, Mid Murray, Murray Darling, Riverland, Murraylands, Kadina Clare and Southern Adelaide, with sites in Swan Hill, Kerang and Robinvale all achieving the highest possible rating of 5 stars at the Department of Education, Employment and Workplace Relations (DEEWR) June 2011 star rating release. Red Cliffs, Murray Bridge and Kadina were all awarded 4 stars with the majority of MADEC’s remaining sites meeting DEEWR’s expectations of 3 stars.

Victoria / New South Wales

Disability Employment Services continues to flourish in all Employment Service Areas. MADEC strives to sustain employment for people with disabilities; this is evident by the successful transition of more than 100 unemployed/underemployed clients to Job Placements with over 70 achieving employment beyond a 13 week period.

This year has seen MADEC increase its emphasis in addressing skills shortages in an attempt to positively contribute to the current and future workforce needs of our service areas ensuring opportunities exist for our job seekers. This strategy has seen an increase in individuals undertaking training and acquiring foundational and in demand skills to enhance their job readiness.

Overall the year in employment services has been one of stability and consolidation, with a high focus on maintaining and expanding relationships to achieve and maximise job opportunities for our clients. Both employment services contracts are beyond their infancy stage and the results are a testament to the establishment of the programs last year and the staff who passionately continue to strive to provide opportunities to job seekers.

South Australia

MADEC’s South Australia Employment Services Areas of Riverland, Murraylands, Southern Adelaide and Kadina/Clare has maintained the government expectation and achieved a 3 star rating for each area.

A key focus in South Australia has been understanding employers’ needs and tailor the training and work experience to enhance job seekers opportunities. This approach has seen an expansion in MADEC’s delivery of training services within the regions. Understanding employers’ needs and striving to maximising sustainable employment can be evidenced in the regions through the implementation of strategies such as; matching employees between seasonal orientated opportunities to ensure ongoing sustainable employment is available; expanding MADEC Labour Hire services to support employers such as meat works and grain distributors who traditionally have experienced difficulty in engaging appropriate workforce and; tailoring retail / hospitality / child care training to individual business needs.

MADEC has also delivered the ACCESS Program in the Kadina / Clare region. Due to the success of this program in developing pathways for individuals into traineeship, apprenticeships or engagement into further training the ACCESS Program is being expanded into all non-metropolitan regions of South Australia.

MADEC has continued its positive contribution to “closing the gap” for the Indigenous community and achieved a high outcome rate for this client group. To further expand on these opportunities MADEC will be delivering an Indigenous Employment Program in Riverland and Kadina/Clare and looks forward to the success of this program.
Indigenous Youth Leadership Program (IYLP)

After successfully tendering to deliver the Indigenous Youth Leadership Program last year, MADEC is now providing scholarships to twenty-four students across five schools. This year will see our first year 12 graduation by a student in Wodonga. On leaving school this student plans to pursue a career in music.

IYLP students are assisted in a variety of ways through their scholarships including school fees, books, uniforms, leadership opportunities and specialist tuition.

Every year all year 10 IYLP students attend a national gathering with participants coming from all over Australia. This year ten students and five teachers from MADEC schools and two MADEC staff attended the gathering at Uluru (Ayers Rock). This event was held over four days with students participating in team building activities, motivational talks and insights into cultural identity.

Community Support Service (Vic/SA)

MADEC delivers the Community Support Service (CSS) in Mildura, Robinvale, Swan Hill, Echuca (Vic) and Murraylands, Adelaide, Gerard and Point Pearce (SA). The CSS supports Indigenous community members and their families by providing links and referrals to a range of mainstream and Indigenous services. Services may include welfare and social support, family violence, child care, legal, housing and health (including drug and alcohol services) and child care. The service also entails the development and fostering of relationships with other service providers through promoting access and pathways to their services.

The Community Support Service program is delivered in a culturally sensitive manner by coordinators who have a well established connection with their local communities. This enables MADEC staff to stay abreast of issues affecting Indigenous community members.
Labour Hire

MADEC Labour Hire is energetic and dynamic with fresh ideas about workforce solutions. Our mission is to provide quality service that establishes us as the recruitment specialists of choice for jobseekers and business operators.
2010 has been a very challenging year across the regions we operate our business. It has also been a challenging year for some of our serviced industries. There have been fluctuating highs and lows throughout the year which have tested the resolve of our employees and employers alike. High rivers and climatic conditions have had a significant impact on some of the businesses we service. However, Labour Hire has used these events as a catalyst to expand and diversify into other industries to enable sustainable outcomes for the business into the future.

MADEC has provided services to the construction, mining and production industries, and in more recent times entry into the meat industry in South Australia. A growth part of our business has been the association with hire of Trainees into the retail, business administration, hospitality and education services sectors. It is anticipated that this will continue to grow in the future.

Labour Hire this year has increased its presence in the mining industry, especially in South Australia, which is experiencing a large increase in mining activity with the development of new mines and the expansion of existing mining facilities.

Labour Hire has continued its ethos of sustained canvassing and strategically placed advertising to maintain a constant presence in clients’ minds. Labour Hire strive to ensure that we are first choice when clients are considering their labour requirements.

We continue to improve our processes and develop our systems to support our people in the field and consequently provide improved and more timely services to our clients.

Labour Hire over the past year has provided many opportunities for jobseeker clients engaged with MADEC Job Services. By successfully integrating our vacancies and our client needs with the systems used by our Job Services employment consultants, we are able to promote viable and real employment opportunities for the jobseeker.

Labour Hire continues to grow and expand despite the environmental setbacks of 2010. We are constantly seeking new opportunities across the regions within which MADEC operations are based. The potential prospects for this growth, particularly in the expanding mining industry, gives much promise for our future.
As a result of the competitive expression of interest (EOI) processes for the Pacific Seasonal Worker Pilot Scheme (PSWPS) in 2009, MADEC Australia was approved to recruit and place Pacific Seasonal Workers with eligible horticultural enterprises under the scheme.

Since the approval of the Pilot Scheme, MADEC Australia has assisted Tree Minders Pty Ltd to recruit a total of 31 Pacific seasonal workers from the nations of Tonga and Kiribati. The workers arrived in Australia during the week commencing Monday 15 February 2010 and departed on the 9 September 2010 after completing nearly seven months harvesting almonds in the Victorian town of Robinvale. As an approved employer, MADEC is responsible for recruitment, placement, employment and pastoral care arrangements for Pacific Seasonal Workers.

Extensive labour market testing was completed in Robinvale prior to the recruitment of Pacific Island Workers to ensure that Australian jobseekers were given first priority for seasonal vacancies. The results highlighted the need for additional harvest workers to support the local labour market and Pacific Seasonal Workers underwent a comprehensive pre-selection and screening process to determine their eligibility for work.

Pacific Seasonal Workers received an on-arrival briefing which covered; employment arrangements, employment laws, banking, transport, accommodation, emergency contacts, payments and deductions. On-farm training was successfully delivered prior to the commencement of work.

Start time on the almond orchard was 6.00am and workers have been required to work, six days per week. At times work has ceased due to periods of inclement weather, but during peak harvest periods employees have been required to work long hours. MADEC Australia has assisted the Pacific seasonal workers to remit some of their earnings back to their home communities.

Another positive outcome for the PSWPS is that Australian growers are being provided with a stable workforce for a minimum six month time period. This outcome is deemed critical for employers who are determined to overcome production and staff turnover losses. The return of Tongan workers to Robinvale, following their involvement in the second phase of the Pilot Program in 2009, has also provided immediate benefits to Tree Minders Pty Ltd with improvements made to the reliability and efficiency of the workforce.

The Australian Government is conducting the Pacific Seasonal Worker Pilot Scheme as a three year trial program to examine:

• Whether a seasonal worker program could contribute to economic development in Pacific countries through seasonal workers’ employment experience, remittances and training; and
• The benefits to growers in the Australian horticulture industry who demonstrate they cannot source local labour.
The National Harvest Labour Information Service (NHLIS) was established in 2003 to assist Australian growers and workers connect at harvest time. The service helps to prevent harvest labour shortages by referring itinerant workers from regions that have completed harvest to regions that require workers. The NHLIS is supported by the Harvest Trail website, National Harvest Guide and freecall number 1800 062 332.
Throughout 2010/2011 there were many and varied reports about the impact of Cyclone Yasi, major flooding and unprecedented rain on the Australian Horticultural Industry. While regions such as Far North Queensland and the Lockyer Valley were devastated by these natural disasters, growers throughout the country continued to contact the National Harvest Labour Information Service (NHLIS) requiring workers to harvest their crops. In fact, data highlighting an increase in vacancies was lodged on the Harvest Trail website as compared to the same period last year was indicative that the impact of the natural disasters, although widespread, did not decimate the Australian horticultural industry.

The NHLIS measures success by the quantity of partnership organisations (grower and worker) and quantity of sponsorships opportunities identified. Throughout the year the NHLIS sought to increase strategic and community partnerships through a series of planned visitations to key horticultural regions across Australia. Meetings were conducted with Commonwealth, State and Local agriculture officials, grower organisations, HLS and JSA providers, the National Farmers Federation and their State based affiliates, local economic development organisations, tourism and accommodation operators and transport company officials.

To assist in the provision of a high quality, innovative and responsive service, the NHLIS sponsored and attended numerous industry conferences and events including the National Farmers Federation National Conference, New South Wales Farmers Association Conference, National Citrus Conference, Sydney Backpacker Expo, Melbourne Caravan and Camping Show, National Vegetable Expo, Australian Mango Industry Conference, Ninth Australian Banana Industry Conference, Tasmanian Farmers & Graziers Forum, and the Aboriginal Horticulture Expo. In addition to the work completed by State Managers, NHLIS Call Centre Operators gathered information and promoted the service through their ongoing communication with JSA & HLS providers, labour hire agencies, accommodation providers, employers and jobseekers. The NHLIS is committed to researching the demands for labour in newly emerging harvest regions that are yet to be identified on the Harvest Trail.

The NHLIS engaged mass media to promote the service through a series of coordinated media releases, press advertising and interviews conducted on radio and television. Appointments with key stakeholders in regional Australia generated free editorial comment in newspapers, industry newsletters/magazines and opportunities for radio interviews with ABC rural reporters.

The NHLIS continued to register harvest vacancies on behalf of employers and offer assistance on how to lodge positions on the Harvest Trail website. During the 2010/2011 financial year, 391 jobs were lodged on Harvest Trail, representing 2152 positions. This is a significant tally resulting from State Managers engaging growers in the field. Positions listed on the Harvest Trail website were commonly filled within minutes of the vacancy being registered.

Each quarter Harvest Trail E-news was electronically distributed to a contact list of over 2000 employers, jobseekers, government contacts, backpacker hostels and industry representatives. The newsletter features a topical horticulture story, summary of industry issues, NHLIS promotional activities/events and real life harvest stories submitted by an itinerant worker. Harvest Trail E-News continues to be a highly sought after newsletter with government departments and industry groups regularly requesting the opportunity to submit information for inclusion in the publication.

The NHLIS Facebook page proved to be an effective medium for communicating with itinerant workers. Our intention in
establishing the site was to increase the profile of the Harvest Trail website and the awareness of the NHLIS freecall 1800 number amongst stakeholders. In the long term it is hoped that Facebook will provide a vibrant discussion platform for all members and enhance the effectiveness of our communication with growers and workers. Membership to the site increased to 177 friends and 566 members by the end of the financial year. Working holiday makers were strong supporters of the site and communicated with the NHLIS regarding opportunities to extend their stay in Australia by completing three months work in specified jobs (including horticulture) in regional areas. Throughout the year the NHLIS enticed stakeholders to the site by adding harvest photos and video footage of people harvesting fruit and vegetables. Members were also encouraged to send photos of their own harvest experiences. Regular updates were posted on the discussion board by the NHLIS to alert workers to issues impacting on harvest work across Australia.

The establishment of a NHLIS website was a new initiative identified and developed throughout the financial year. The focus was on creating an interactive site to support the job listings on the Australian Harvest Trail. The bright and colourful NHLIS website is supported with harvest pictures, video footage of people picking and packing crops and harvesting tutorials. New video footage and harvest images continue to be added to improve the visual and tactile appeal of the site. Although still in its infancy, the NHLIS website has drawn positive acclaim from a diverse range of stakeholders.

At the commencement of 2011 the NHLIS was engaged by Cotton Australia to work with a temporary service called Harvest Help. The service was established to enable underutilised sugar cane workers to gain employment in the cotton harvest, which was anticipating a record result. Cotton Australia identified an opportunity to help their fellow farmers in the sugar cane industry who were badly damaged by cyclone and flood to work on the cotton harvest. This collaborative relationship benefited both industries with cane workers generating income which was temporarily not available, and experienced workers available for the cotton harvest that was expecting shortages. Interest generated was excellent with over 80 vacancies lodged in the first week. Harvest Help was a great example of teamwork between industry representative bodies, growers and the NHLIS and plans have already commenced to replicate the program again in 2012.
Human Resources

Our objective is to support MADEC staff and management to achieve excellence by:

• Providing innovative Human Resources initiatives and service to support and drive the achievement of operational goals;

• Working together with all stakeholders to provide MADEC wide Human Resources services which are valued, consistent, responsive and best practice.

Our people strategy is based on the following principles:

• Support a high performance culture
• Attract and retain the best of industry talent
• Make this a great place to work
Human Resources

The Human Resources team at MADEC continues to maintain its focus and drive to achieve best practice in its Human Resources practices and activities.

At 30 June 2011, MADEC Australia employed 249 staff across its operation in Victoria, South Australia and New South Wales. The number of employees at 30 June 2010 was 248, therefore staffing numbers have remained stable. Total labour spend for 2010-11 was $12,064,303.

Three main piers of our Human Resources Strategy include:
1. Support a high performance culture
2. Attract and retain the best of industry talent
3. Make this a great place to work

The following activities and enablers have occurred.

1. Support a high performance culture

Performance Management Review Process

The organisation performance management system integrates organisational, departmental and individual planning, and gives our staff a clear understanding of MADEC’s business priorities.

Under our collective agreement, all employees are required to participate in the performance review process, which rewards individual performance based on agreed measures. This process involves the setting of Key Performance Indicators (KPIs) at the start of the financial year, and formally reviewing them mid performance year and then at the end of the financial year.

Workshops were conducted with Site Managers and Team Leaders on the purpose of Performance Management and how to establish effective and robust KPIs.

Performance Counselling For Improvement

Managers were also trained in “Performance Counselling” with the aim to improve managers’ communication skills when giving and receiving feedback, improve the overall effectiveness of our performance management process.

2. Attract and Retain the Best in Industry Talent

The Human Resources team continued to review and streamline our recruitment guidelines, processes, tools and associated customer service model.

Our recruitment and selection practices are based on the following principles:
• Ensure that the best people are chosen for the right positions;
• Support our organisational values;
• Ensure that the company is constantly resourced with people who are passionate, have the potential to embrace challenge, become future leaders and go beyond what they thought was achievable;
• Comply with all applicable laws and regulations.

Enhancements include:
New Human Resources webpage that allows for ease of applying on line and promotes the People Strategy of MADEC;
Automated process to respond to applicants;

Table 1 – New Hires 1 July 2010-30 June 2011

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Exec. Serv.</td>
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</tr>
<tr>
<td>Em. Serv.</td>
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<tr>
<td>ETS/CC</td>
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</tr>
</tbody>
</table>
3. Make this a Great Place to Work

To make our values integrated into our Performance Review process and to ensure that employees understood how to “live” the MADEC values whilst at work, a library of behavioural descriptors/competencies was developed. Workplace Relations The MADEC (Single Enterprise Agreement) 2009-2012 has a nominal expiry date of 30 September 2012.

There was no time lost due to industrial disputes.

Upgrade of the Payroll System

An upgrade of the Finance One Payroll and Finance System was finalised in August 2010 following six months of intensive testing, calibration and auditing.

Occupational Health and Safety

To further streamline our OH&S practices in relation to injury management, a suite of templates and tools have been developed ensuring early intervention is the norm and should result in minimal time cost due to injuries.

During 2010-2011 we:

- Recruited 43 new employees
- Conducted 41 press advertisements
- Processed 585 applications
- Average recruitment programme took 15-18 days to complete
Quality Assurance

At MADEC, we ensure that our organisation is meeting our goals and objectives relating to quality products and services and improvements. We have procedures, processes and resources needed to support the achievement of high quality services and outcomes for the community. We aim to continuously meet our customer needs and expectations that results in client satisfaction.
Quality Assurance

(Strategic Plan Objective 1.4 Compliance)
Disability Services Standards (DESQA)
Surveillance Audit

A surveillance audit was conducted in April 2011 to check MADEC Australia’s compliance against the Disability Services Standards. Congratulations to all staff for demonstrating their commitment to continuous improvement. Impeccably, the audit report says that:

“MADEC continues to evolve its internal practices towards best practice principles and ensures the provision of a strong level of support to enable the achievement of sustainable employment outcomes for individual’s with a disability within its geographical region.”

“The Consumer Technical Expert (CTE) was impressed with the quality, content and accessibility of the Service’s Website as the CTE uses a Synthetic Speech Screen Reader to access Websites and found the Website to be easy to navigate.”

“The Audit Team was impressed with the content, quality and transparency of the Clients’ Personal Files, especially the use of an Employment Assistance Plan (EAP) to monitor Clients’ goals and outcomes.”

“The CTE found the documentation presented to Clients when inducted to the Service including the Workplace Health and Safety Tips, to be most commendable.”

“Employment Consultants are provided with a sound framework to facilitate a collaborative working relationship with job seekers to identify and establish employment goals.”

“All Clients received a final opportunity to make comments about their dealings with MADEC.

Statements confirmed that all were happy with the level of support that they receive, with the most impressive comment being “They try so hard to help you in your personal life in order for you to be able to get a job”.

“Interviewees confirmed that they felt that their employment plans were measurable, meaningful, realistic and achievable. The majority of the interviewees gave positive feedback on the extent to which negotiated employment goals reflect their needs and personal aspirations.”

“The majority of the interviewees felt that the Employment Consultants had listened to them and had a good understanding of their needs and what type of work they wanted. They felt they were being prepared to find suitable employment and not forced into applying for a position that might not suit them.”

“The majority of the interviewees gave positive feedback on the extent to which the services they receive are responsive to their needs, employment goals and aspirations.”

Sitting down from left: General Manager Business Development Sue Hamence; Sunraysia Manager Mary Johnstone; Quality Assurance Manager Annalie Del Rosario

Standing up from left: QA/OHS Project Officer Louise Ackland; Sunraysia DES Team Leader Carl Robertson; MADEC Australia’s Chief Executive Officer Pat Thorburn; DESQA CTE Auditor James Bennett (with Putu); DESQA Lead Auditor Sarah-Jane Cole
(Strategic Plan Objective 2.4 Executive Services) Services for Not-for-Profit Organisations

Sunraysia Rural Counselling Service Inc. (SRCS) is an organisation that provides independent, cost free and confidential rural financial counselling for dry land farmers in the Mallee, irrigators on both sides of the Murray River from Swan Hill to the South Australian border and rural small business.

SRCS operates an integrated management system, accredited against the ISO 9001:2008, and requested MADEC Australia to conduct internal quality auditing services to assist in identifying opportunities for improvement within its quality system.

Thank you SRCS, for choosing MADEC Australia to be at your service!

From left: SRCS Acting Executive Officer Don Seward; SRCS Executive Assistant Lorraine Argus; SRCS Admin Joan Polwarth; MADEC Australia’s Quality Assurance Manager Annalie Del Rosario; MADEC QA Project Officer Sonya Mulder

(Strategic Plan Goal 1: Provider of High Quality Services) Client Audit Interviews

MADEC Australia would like to thank our clients for their participation during audit interviews. Numerous positive statements were received from our clients, such as:

• “They look after you so well and they try to get to understand you”
• “It was so surprising for me to have an Employment Consultant who could find someone who could speak my language”
• “I know what my personal needs are and I feel that they have a good understanding of these needs”
• “They don’t push you, they actually listen to you”
• “My Employment Consultant is great in giving me lots of different suggestions of work that I might like to do”
• “I trust my Employment Consultant because he understands where I am coming from”
• “They treat you with the greatest of respect here and that gives you confidence in them”
• “I would complain if I had a reason, but as yet I have not had any problems”
• “Why would anyone make a complaint about MADEC, I wouldn’t because they are just great to you”
• “I am very happy with MADEC, however if I felt that I needed to, I would not hesitate in making a complaint”
• “The service that you get here is always of the highest standard”
• “I like the attitude of the people here because they treat you well”
• “I am very confident that they can help me because this place is one of the most professional services that I have ever come across”
• “Their friendliness sticks out the most to me because I am always greeted with a smile and they do their best to make me feel comfortable”
• “If they make a commitment to you, they deliver on that commitment”
• “They are very switched on because they know how to cover all of the bases for you”
• “They are very nice people who do all that they can to help you and not at just getting you a job but in your personal life as well”
• “They are very helpful for people who do not have good English”
• “I like the fact that there is a Service like this in a small town because it is so convenient for me”
• “They are very kind caring people who know how to help you find a job”
• “They motivate me to holding myself accountable for what I do in life”
• “The best thing about MADEC is the fact that they are always willing to help you”
• “They seem to be always doing something for you and that motivates me to work with them”
• “I have been to a couple of Services but I have never gone to one as friendly as this one”
Quality Assurance

(Strategic Plan Goal 1: Provider of High Quality Services)

Client Satisfaction Surveys

Our surveys are designed to provide MADEC sufficient feedback about our services, that is as meaningful to our clients. It is one of various ways to discover what we do best and where we can improve. Thank you to all our clients (employers, students and jobseekers) for participating in our annual surveys.

Our learner highest satisfaction levels as follows:

<table>
<thead>
<tr>
<th>Service Description</th>
<th>Satisfaction Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trainers had an excellent knowledge of the subject content.</td>
<td>85.8%</td>
</tr>
<tr>
<td>I would recommend the training organisation to others.</td>
<td>83.8%</td>
</tr>
<tr>
<td>Trainers explained things clearly.</td>
<td>83.4%</td>
</tr>
<tr>
<td>I would recommend the training to others.</td>
<td>83.2%</td>
</tr>
</tbody>
</table>

Our employer highest satisfaction levels as follows:

<table>
<thead>
<tr>
<th>Service Description</th>
<th>Satisfaction Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>The training organisation gave appropriate recognition of existing knowledge and skills.</td>
<td>87.5%</td>
</tr>
<tr>
<td>Assessments were based on realistic activities.</td>
<td>87.5%</td>
</tr>
</tbody>
</table>

Our jobseeker highest satisfaction levels as follows:

<table>
<thead>
<tr>
<th>Service Description</th>
<th>Satisfaction Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>MADEC staff / Employment consultants are prepared and on time during our appointment schedule</td>
<td>89.5%</td>
</tr>
<tr>
<td>I am treated courteously by MADEC administrative staff</td>
<td>87.1%</td>
</tr>
<tr>
<td>I am treated courteously by all MADEC staff members</td>
<td>86.8%</td>
</tr>
<tr>
<td>I am treated courteously by MADEC Employment Consultants</td>
<td>84.6%</td>
</tr>
<tr>
<td>I am satisfied with how MADEC protects and respects my rights to privacy and confidentiality</td>
<td>84.2%</td>
</tr>
</tbody>
</table>

Examples of student comments on best aspects of learning at MADEC Community College:

- Coming to class with a friendly environment and great Teacher.
- Easy and enjoyable. Learned a lot.
- Easy going Facilitator good information & training provided. Very Happy.
- Everything was clearly explained.
- Friendly environment. Good Teacher.
- Having individual needs focused on more than in the usual School environment.
- If you asked the trainer a question he would explain it to you as good and clear as possible.
- It was all clearly explained especially the major points.
- It was always different and not boring.
- It was very good. You got to learn stuff you should.
- The Trainer kept the class very interested and bought in constant scenarios to talk about with Class. God job.
- Trainer was clear & precise and made learning enjoyable.
- Trainer was very easy to get along with and very helpful.
- Trainer, practical knowledge (excellent).
Examples of jobseeker comments on what they like most about MADEC’s Disability Employment services:

- The understanding of my situation and the fact that I feel comfortable with my Case Worker and the staff.
- The staff are well trained and are willing to listen, help, assist and clarify any questions when asked. Willingly help and assist me on matters regarding my employment goals and opportunities that are readily available for me to use (very helpful).
- I certainly feel that I have been supported despite challenges and this has a significant impact on my outlook.
- Excellent service.
- The courtesy of my Employment Consultant.
- Staff members are helpful when I need advice seeking employment.
- The friendly staff and their understanding of my disabilities.
- Support and opportunities beyond my disability. Understanding and support given by my Case Manager for any problem I may have.
- The friendly staff willing to help you in any shape or form. They are warm and polite. If I had any questions then I would talk to staff members or my Case Worker.
- The service is excellent. The staff go beyond what is required.
- I like the way they have time for you. You are treated like a person and not a number. All the staff are great.
- My Consultant was genuinely compassionate and treated me with respect.
- Nice and friendly staff and tried their best to fulfil our requirements.

(Strategic Plan Goal 1: Provider of High Quality Services)
Suggestion Box Process

MADEC Australia’s staff members, clients, consumers and customers have the opportunity to provide feedback using our suggestions process. We aim to identify, understand, attain and manage our current and potential customers. We are committed to our continually improve the effectiveness of our quality management system.

Following is some feedback we have received:
- I always remember you did help me so much.
- Ex-client’s mother came in and thanked MADEC for everything that MADEC did for her.
- Client was so happy with all the help she got from MADEC.
- Thank you so much for that! I just looked into that job advertisement that you sent me & I applied for it, so fingers crossed!
- The girls at the front desk are fantastic, pleasant and a joy to talk to.
MADEC Australia Limited  
ACN 066 934 015

Directors' Report  
30 June 2011

Your directors present their report on MADEC Australia Limited and the entity it controlled for the financial year ended 30 June 2011.

1. General information

Information on directors

The names of each person who has been a director during the year and to the date of this report are:

Mr William Nicoll
Mr Ian Ballantyne
Mr Leon Felliott
Ms Jayne Sunbird
Mrs Gayle Benson
Mrs Angela Hayward (resigned 28 March 2011)
Ms Christine Roberts
Ms Linda Pratt
Mr Peter Jones
Mr Tristan Lock (appointed 30 May 2011)

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Principal activities

The principal activity of the consolidated group during the financial year was to provide Adult and Further Education and Employment Services.

No significant changes in the nature of the entity’s activity occurred during the financial year.

Short term objectives

The company’s short term objectives are to:

- Be recognised as a provider of high quality, innovative and responsive education, training and employment services.
- Be recognised by employers as a “one stop” shop for professional, reputable and reliable provision of education, training and employment services.
- Value and invest in our people to maximise their potential.

Long term objectives

The company’s long term objectives are to:

- Continue building and building strategic and honest community partnerships which assist in building community capacity.
- Continue working in a positive collaborative manner with all funding agencies.
- Continue to be a financially viable, accountable organisation.

MADEC Australia Limited  
ACN 066 934 015

Directors’ Report  
30 June 2011

1. General information continued

Strategy for achieving the objectives

To achieve these objectives, the company has adopted the following strategies within its 3 year strategic plan (2009 - 2012):

- Implement innovative value-adding client services to complement existing business.
- Actively work with industry to identify and deliver effective programs to meet skills demand.
- Maintain compliance with AQTF and ROS standards for education and delivery.
- Ensure Best Practice in Human Resources management, including communication, staff training, staff remuneration and working conditions.
- Seek and build strategic community partnerships across all MADEC service areas.
- Meet all contractual obligations within specified timelines.
- Investigate opportunities to diversify programs with other funding bodies.
- Develop and implement a rolling 5 year capital works and technology investment plan.
- Investigate opportunities for the diversification of the revenue base.
- Conduct annual member surveys.
- Review MADEC Governance processes.

How principal activities assisted in achieving the objectives

The principal activities assisted the company in achieving its objectives by:

- MADEC has continuously monitored the Strategic Plan to ensure all strategies have been achieved.
- MADEC has serviced employers through its Labour Hire business to ensure that it is recognised as a “one-stop” shop.
- MADEC continues to value its people and provide staff with identified professional development to enhance our service delivery within the communities that we operate across.
- MADEC has developed additional partnerships across all service delivery areas.
- A 5 year rolling capital works budget has been developed.
- The Board continues to review its Governance Processes through its Governance Committee.

Performance measures

The following measures are used within the company to monitor performance:

- Measurable Key Performance Indicators assigned to each strategy are monitored by the Board on quarterly basis.
- Financial statements and key Financial Ratios are prepared monthly and analysed at the Audit & Risk Committee before presentation to the Board.
- MADEC has a skills based Board which operates within the T.A.G.S. Corporate Governance model.
- The progress of the CEO/TAGS Key Performance Indicators is reviewed annually and monitored quarterly.
Directors' Report
30 June 2011

Meetings of directors
During the financial year, 12 meetings of directors (including committees of directors) were held. Attendances by each director during the year were as follows:

<table>
<thead>
<tr>
<th>Directors</th>
<th>Meetings</th>
<th>Number absent</th>
<th>Number present</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr William Mood</td>
<td>12</td>
<td>11</td>
<td>0</td>
</tr>
<tr>
<td>Mr Sean Ballantine</td>
<td>12</td>
<td>0</td>
<td>12</td>
</tr>
<tr>
<td>Mr Leon Fidditt</td>
<td>12</td>
<td>10</td>
<td>2</td>
</tr>
<tr>
<td>Ms Joyce Burtland</td>
<td>12</td>
<td>10</td>
<td>2</td>
</tr>
<tr>
<td>Mrs Gayle Danson</td>
<td>12</td>
<td>11</td>
<td>1</td>
</tr>
<tr>
<td>Mrs Angela Hayward (resigned 38 March 2011)</td>
<td>0</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Ms Christine Roberts</td>
<td>12</td>
<td>12</td>
<td>0</td>
</tr>
<tr>
<td>Ms Linda Pratt</td>
<td>12</td>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>Mr Peter Jones</td>
<td>12</td>
<td>11</td>
<td>1</td>
</tr>
<tr>
<td>Mr Tobias Loek (appointed 30 May 2011)</td>
<td>2</td>
<td>2</td>
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Auditor's independence declaration
The lead auditor's independence declaration in accordance with section 307C of the Corporations Act 2001, for the year ended 30 June 2011 has been received and can be found on page 4 of the financial report.

Signed in accordance with a resolution of the Board of Directors:

[Signature]

Dated: 5 October 2011
### Statement of Comprehensive Income

**For the Year Ended 30 June 2011**

<table>
<thead>
<tr>
<th>Note</th>
<th>2011</th>
<th>2010</th>
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<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
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<tr>
<td>Revenue</td>
<td>29,248,146</td>
<td>22,987,942</td>
</tr>
<tr>
<td>Employee benefits expense</td>
<td>(23,157,726)</td>
<td>(14,440,135)</td>
</tr>
<tr>
<td>Depreciation and impairment</td>
<td>655,486</td>
<td>625,709</td>
</tr>
<tr>
<td>Amortisation</td>
<td>(26,675)</td>
<td>-</td>
</tr>
<tr>
<td>Net loss on property revaluation</td>
<td>-</td>
<td>(420,351)</td>
</tr>
<tr>
<td>Other expenses</td>
<td>7,423,391</td>
<td>6,751,149</td>
</tr>
<tr>
<td>(114,138)</td>
<td>(3)</td>
<td></td>
</tr>
<tr>
<td>Finance costs</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Profit before income tax</strong></td>
<td>921,728</td>
<td>699,311</td>
</tr>
<tr>
<td><strong>Profit for the year</strong></td>
<td>921,728</td>
<td>699,311</td>
</tr>
<tr>
<td>Other comprehensive Income:</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Net Gain on Revaluation of Property</td>
<td>72,000</td>
<td>-</td>
</tr>
<tr>
<td>Net Loss on write off of Property against revaluation reserve</td>
<td>-</td>
<td>(747,241)</td>
</tr>
<tr>
<td>Other comprehensive income for the year, net of tax</td>
<td>-</td>
<td>(675,241)</td>
</tr>
<tr>
<td><strong>Total comprehensive income for the year</strong></td>
<td>921,728</td>
<td>15,070</td>
</tr>
</tbody>
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### Statement of Financial Position

**30 June 2011**

<table>
<thead>
<tr>
<th>Note</th>
<th>2011</th>
<th>2010</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CURRENT ASSETS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>1,777,657</td>
<td>1,460,944</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>1,570,271</td>
<td>496,760</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td>4,142,928</td>
<td>4,957,704</td>
</tr>
<tr>
<td>NON-CURRENT ASSETS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>9,830,594</td>
<td>9,131,191</td>
</tr>
<tr>
<td>Intangible assets</td>
<td>133,379</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL NON-CURRENT ASSETS</strong></td>
<td>9,963,973</td>
<td>9,131,191</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>14,106,290</td>
<td>12,921,895</td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CURRENT LIABILITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>1,610,945</td>
<td>1,730,943</td>
</tr>
<tr>
<td>Provisions</td>
<td>1,144,751</td>
<td>825,560</td>
</tr>
<tr>
<td>Other liabilities</td>
<td>390,336</td>
<td>303,015</td>
</tr>
<tr>
<td>Borrowings</td>
<td>-</td>
<td>156,676</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
<td>3,145,132</td>
<td>3,015,694</td>
</tr>
<tr>
<td>NON-CURRENT LIABILITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Borrowings</td>
<td>803,850</td>
<td>-</td>
</tr>
<tr>
<td>Long-term provisions</td>
<td>210,019</td>
<td>230,560</td>
</tr>
<tr>
<td><strong>TOTAL NON-CURRENT LIABILITIES</strong></td>
<td>1,013,869</td>
<td>230,560</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td>4,159,000</td>
<td>3,246,254</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td>9,947,289</td>
<td>9,025,661</td>
</tr>
<tr>
<td><strong>EQUITY</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reserves</td>
<td>1,041,793</td>
<td>1,041,793</td>
</tr>
<tr>
<td>Retained earnings</td>
<td>8,905,496</td>
<td>7,983,768</td>
</tr>
<tr>
<td><strong>TOTAL EQUITY</strong></td>
<td>9,947,289</td>
<td>9,025,661</td>
</tr>
</tbody>
</table>
Statement of Changes in Equity
For the Year Ended 30 June 2011

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Retained Earnings</td>
<td>Asset Revaluation Reserve</td>
<td>Total</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Balance at 1 July 2010</td>
<td>7,983,768</td>
<td>1,041,793</td>
<td>9,025,561</td>
<td></td>
</tr>
<tr>
<td>Profit attributable to members of the entity</td>
<td>921,728</td>
<td>-</td>
<td>921,728</td>
<td></td>
</tr>
<tr>
<td>Balance at 30 June 2011</td>
<td>8,905,496</td>
<td>1,041,793</td>
<td>9,947,289</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Retained Earnings</td>
<td>Asset Revaluation Reserve</td>
<td>Total</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Balance at 1 July 2009</td>
<td>7,293,457</td>
<td>1,717,034</td>
<td>9,010,491</td>
<td></td>
</tr>
<tr>
<td>Profit attributable to members of the entity</td>
<td>660,311</td>
<td>-</td>
<td>660,311</td>
<td></td>
</tr>
<tr>
<td>Total other comprehensive income for the period</td>
<td>(675,241)</td>
<td>(675,241)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at 30 June 2010</td>
<td>7,983,766</td>
<td>1,041,793</td>
<td>9,025,561</td>
<td></td>
</tr>
</tbody>
</table>

Statement of Cash Flows
For the Year Ended 30 June 2011

<table>
<thead>
<tr>
<th>Note</th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>CASH FLOWS FROM OPERATING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receipts from customers</td>
<td>27,660,397</td>
<td>22,215,771</td>
</tr>
<tr>
<td>Payments to suppliers and employees</td>
<td>(26,342,241)</td>
<td>(20,071,689)</td>
</tr>
<tr>
<td>Interest paid</td>
<td>(114,138)</td>
<td>63,008</td>
</tr>
<tr>
<td>Net cash provided (used in) operating activities</td>
<td>17</td>
<td>1,144,018</td>
</tr>
<tr>
<td>CASH FLOWS FROM INVESTING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proceeds from sale of plant and equipment</td>
<td>82,192</td>
<td>298,267</td>
</tr>
<tr>
<td>Payment for intangible asset</td>
<td>(64,834)</td>
<td>-</td>
</tr>
<tr>
<td>Purchase of property, plant and equipment</td>
<td>(1,491,835)</td>
<td>(3,089,299)</td>
</tr>
<tr>
<td>Net cash provided (used in) investing activities</td>
<td>(1,474,478)</td>
<td>(2,881,032)</td>
</tr>
<tr>
<td>CASH FLOWS FROM FINANCING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proceeds from borrowings</td>
<td>803,850</td>
<td>-</td>
</tr>
<tr>
<td>Net cash provided (used in) financing activities</td>
<td>803,850</td>
<td>-</td>
</tr>
<tr>
<td>Net increase (decrease) in cash and cash equivalents held</td>
<td>473,389</td>
<td>(593,842)</td>
</tr>
<tr>
<td>Cash and cash equivalents at beginning of financial year</td>
<td>1,304,268</td>
<td>1,698,210</td>
</tr>
<tr>
<td>Cash and cash equivalents at end of financial year</td>
<td>17(a)</td>
<td>1,777,657</td>
</tr>
</tbody>
</table>
MADEC Australia Limited
ACN 068 604 015

Notes to the Financial Statements
For the Year Ended 30 June 2011

1 Summary of Significant Accounting Policies

(a) Basis of preparation

The financial statements are a general purpose financial statements that has been prepared in accordance with

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in
financial statements containing relevant and reliable information about transactions, events and conditions.
Material accounting policies adopted in the preparation of these financial statements are presented below and
have been consistently applied unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs modified,
where applicable, by the measurement at fair value of selected non-current assets, financial assets and
financial liabilities.

(b) Comparative figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in
presentation for the current financial year.

(c) Principles of consolidation

The financial statements incorporate the assets, liabilities and results of entities controlled by MADEC Australia
Limited at the end of the reporting period. A controlled entity is any entity over which MADEC Australia Limited
has the power to govern the financial and operating policies so as to obtain benefits from its activities. Control
will generally exist when the parent owns, directly or indirectly through subsidiaries, more than half of the voting
power of an entity. In assessing the power to govern, the existence and effect of holdings of actual and potential
voting rights are also considered.

In preparing the financial statements, all inter group balances and transactions between entities in MADEC
Australia Limited have been eliminated on consolidation. Accounting policies of subsidiaries have been
changed where necessary to ensure consistency with those adopted by the parent entity.

(d) Property, plant and equipment

Each class of property, plant and equipment is carried at cost or fair value as indicated, less any applicable,
accumulated depreciation and impairment losses.

Property

Freehold land and buildings are shown at their fair value (being the amount for which an asset could be
exchanged between knowledgeable willing parties in an arm’s length transaction), based on periodic, but at
least triennial, valuations by external independent valuers, less subsequent depreciation for buildings.

Increases in the carrying amount arising on revaluation of land and buildings are credited to a revaluation
reserve in equity. Decreases that offset previous increases of the same asset are charged against this reserve
directly in equity, all other decreases are charged to the statement of comprehensive income.

Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of
the asset and the net amount is restated to the revalued amount of the asset.

Freehold land and buildings that have been contributed at no cost, or for nominal cost are valued and
recognised at the fair value of the asset at the date it is acquired.

Notes to the Financial Statements
For the Year Ended 30 June 2011

1 Summary of Significant Accounting Policies continued

(d) Property, plant and equipment continued

Plant and equipment

Plant and equipment are measured on the cost basis. Cost includes expenditure that is directly attributable to
the asset.

Plant and equipment that have been contributed at no cost, or for nominal cost are valued and recognised at
the fair value of the asset at the date it is acquired.

Depreciation

The depreciable amount of all fixed assets including buildings and capitalised leased assets, but excluding
freehold land, is depreciated on a reducing balance basis over the asset’s useful life to the company
commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the
shorter of either the unexpired period of the lease or the estimated useful lives of the improvements. Land is not
depreciated.

The depreciation rates used for each class of depreciable assets are:

<table>
<thead>
<tr>
<th>Class of Fixed Asset</th>
<th>Depreciation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capital Works in Progress</td>
<td>0%</td>
</tr>
<tr>
<td>Freehold Land</td>
<td>0%</td>
</tr>
<tr>
<td>Buildings</td>
<td>2%</td>
</tr>
<tr>
<td>Plant and Equipment</td>
<td>5% - 40%</td>
</tr>
<tr>
<td>Motor Vehicles</td>
<td>22.5%</td>
</tr>
</tbody>
</table>

The asset’s residual values, depreciation methods and useful lives are reviewed, and adjusted if appropriate, at
the end of each reporting period.

An asset’s carrying amount is written down immediately to its recoverable amount if the asset’s carrying amount
is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains
and losses are included in the statement of comprehensive income. When realised assets are sold, amounts
included in the revaluation reserve relating to that asset are transferred to retained earnings.

(e) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual
provisions of the instrument. For financial assets, this is the equivalent to the date that the company commits
itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial Instruments are initially measured at fair value plus transaction costs, except where the instrument is
classified at fair value through profit or loss in which case transaction costs are expensed to profit or loss
immediately.
Notes to the Financial Statements
For the Year Ended 30 June 2011

1 Summary of Significant Accounting Policies continued

(a) Financial Instruments continued

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value, amortised cost using the effective interest rate method, or cost. Fair value represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties in an arm’s length transaction. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as:

(a) the amount at which the financial asset or financial liability is measured at initial recognition;
(b) less principal repayments;
(c) plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised into the maturity amount calculated using the effective interest method; and
(d) less any reduction for impairment.

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revaluations to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in profit or loss.

The classification of financial instruments depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and at the end of each reporting period for held to maturity assets.

The company does not designate any instrument as being subject to the requirements of accounting standards specifically applicable to financial instruments.

(f) Financial assets at fair value through profit or loss

Financial assets are classified at fair value through profit or loss when they are either held for trading for the purpose of short-term profit taking, derivatives not held for hedging purposes, or when they are designated as such to avoid an accounting mismatch or to enable performance evaluation where a group of financial assets is managed by key management personnel on a fair value basis in accordance with a documented risk management or investment strategy. Such assets are subsequently measured at fair value with changes in carrying value being included in profit or loss.

(f) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.

Loans and receivables are included in current assets, except for those which are not expected to mature within 12 months after the end of the reporting year.
Notes to the Financial Statements
For the Year Ended 30 June 2011

1 Summary of Significant Accounting Policies continued

(e) Financial instruments continued

Impairment continued

Impairment losses are recognised through an allowance account for loans and receivables in the statement of comprehensive income.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expires or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expired. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

When available-for-sale investments are sold, the accumulated fair value adjustments recognised in other comprehensive income are reclassified to profit or loss.

(f) Impairment of non-financial assets

At the end of each reporting year, the company reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset’s fair value less costs to sell and value in use, is compared to the asset’s carrying value. Value in use is either the discounted cash flows relating to the asset or depreciated replacement cost if the criteria in IASB 136 ‘Impairment of Assets’ are met. Any excess of the asset’s carrying value over its recoverable amount is expensed to the statement of comprehensive income.

Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Where an impairment loss on a revalued asset is identified, this is debited against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that class of asset.

(g) Intangibles

Software

Software is recorded at cost. Software has a finite life and is carried at cost less any accumulated amortisation and impairment losses. It has an estimated useful life of between one and three years. It is assessed annually for impairment.

Amortisation

Amortisation is based on the cost of an asset less its residual value.

Amortisation is recognised in profit or loss on a straight line basis over the estimated useful lives of intangible assets, other than goodwill, from the date that they are available for use.

Amortisation methods, useful lives and residual values are reviewed at each reporting date and adjusted if necessary.

(h) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less which are convertible to known amount of cash and subject to an insignificant risk of change in value, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

(i) Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(j) Trade and other payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the company during the reporting period which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(k) Income tax

No provision for income tax has been raised as the company is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

(l) Leases

Leases of fixed assets where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership that are transferred to the company are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for that period.

Leased assets are depreciated on a straight-line basis over their estimated useful lives where it is likely that the company will own ownership of the asset or over the term of the lease.

Lease payments for operating leases, where substantially all of the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred. The lease is not recognised in the statement of financial position.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.
1 Summary of Significant Accounting Policies continued

(m) Goods and services tax (GST)

Revenues, expenses and assets are recognized net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognized as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

(n) Critical accounting estimates and judgments

The directors evaluate estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company.

Key estimates

Impairment

The company assesses impairment at each reporting date by evaluation of conditions and events specific to the company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

(o) Adoption of new and revised accounting standards

During the current year, the company adopted all of the new and revised Australian Accounting Standards and Interpretations applicable to its operations which became mandatory.

The adoption of these Standards has impacted the recognition, measurement and disclosure of certain transactions. The following is an explanation of the impact the adoption of these Standards and Interpretations has had on the financial statements of MADEC Australia Limited.

<table>
<thead>
<tr>
<th>Standard Name</th>
<th>Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>AASB 1953 Application of Tiers of Australian Accounting Standards and amending standards</td>
<td>The adoption of these standards resulting in the removal of a number of disclosures in the general purpose financial statements in accordance with the Reduced Disclosure Requirements. There was no impact on the reported financial position and performance</td>
</tr>
</tbody>
</table>
4 Property, Plant and Equipment

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LAND AND BUILDINGS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Freehold land</td>
<td>1,831,000</td>
<td>1,631,003</td>
</tr>
<tr>
<td>at independent valuation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leasehold land</td>
<td>3,518,000</td>
<td>3,518,003</td>
</tr>
<tr>
<td>at independent valuation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total land</td>
<td>1,831,000</td>
<td>1,631,003</td>
</tr>
<tr>
<td>Buildings</td>
<td></td>
<td></td>
</tr>
<tr>
<td>at independent valuation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>At cost</td>
<td>3,502,459</td>
<td>-</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td>(134,462)</td>
<td>(10,295)</td>
</tr>
<tr>
<td>Total buildings</td>
<td>6,886,997</td>
<td>3,957,795</td>
</tr>
<tr>
<td><strong>TOTAL LAND AND BUILDINGS</strong></td>
<td>8,417,997</td>
<td>5,038,795</td>
</tr>
</tbody>
</table>

**PLANT AND EQUIPMENT**

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capital works in progress</td>
<td>46,049</td>
<td>2,919,917</td>
</tr>
<tr>
<td>At cost</td>
<td>46,049</td>
<td>2,919,917</td>
</tr>
<tr>
<td>Total capital works in progress</td>
<td>46,049</td>
<td>2,919,917</td>
</tr>
<tr>
<td>Plant and equipment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>At cost</td>
<td>2,172,576</td>
<td>1,956,409</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td>(1,655,903)</td>
<td>(1,486,862)</td>
</tr>
<tr>
<td>Total plant and equipment</td>
<td>516,673</td>
<td>469,547</td>
</tr>
<tr>
<td>Leased plant and equipment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Motor vehicles</td>
<td></td>
<td></td>
</tr>
<tr>
<td>At cost</td>
<td>1,097,963</td>
<td>1,197,117</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td>(426,481)</td>
<td>(356,219)</td>
</tr>
<tr>
<td>Total motor vehicles</td>
<td>671,482</td>
<td>740,998</td>
</tr>
<tr>
<td>Leasehold improvements</td>
<td></td>
<td></td>
</tr>
<tr>
<td>At cost</td>
<td>454,906</td>
<td>454,906</td>
</tr>
<tr>
<td>Accumulated amortisation</td>
<td>(277,150)</td>
<td>(96,862)</td>
</tr>
<tr>
<td>Total leasehold improvements</td>
<td>177,756</td>
<td>355,044</td>
</tr>
<tr>
<td><strong>TOTAL PLANT AND EQUIPMENT</strong></td>
<td>1,412,507</td>
<td>4,092,486</td>
</tr>
<tr>
<td><strong>TOTAL PROPERTY, PLANT AND EQUIPMENT</strong></td>
<td>9,830,504</td>
<td>9,131,191</td>
</tr>
</tbody>
</table>

The company’s land and buildings were revalued at 30 June 2010 by independent valuers. Valuations were made on the basis of open market value in an arms length transaction based on similar properties. The revaluation surplus net of applicable deferred income taxes was credited to an asset revaluation reserve in shareholders’ equity.
Notes to the Financial Statements
For the Year Ended 30 June 2011

8 Borrowings

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bank overdraft</td>
<td>-</td>
<td>156,676</td>
</tr>
<tr>
<td>NON-CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bank loan</td>
<td>803,850</td>
<td>-</td>
</tr>
<tr>
<td>Total borrowings</td>
<td>803,850</td>
<td>156,676</td>
</tr>
</tbody>
</table>

9 Provisions

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee entitlements</td>
<td>1,144,751</td>
<td>625,060</td>
</tr>
<tr>
<td></td>
<td>1,144,751</td>
<td>625,060</td>
</tr>
<tr>
<td>NON-CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee entitlements</td>
<td>219,019</td>
<td>230,560</td>
</tr>
<tr>
<td></td>
<td>219,019</td>
<td>230,560</td>
</tr>
</tbody>
</table>

10 Financial Risk Management

The main risks the company is exposed to through its financial instruments are credit risk, liquidity risk and market risk consisting of interest rate risk, foreign currency risk and equity price risk.

The company's financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable and payable, bank loans and overdrafts, loans to and from subsidiaries, bills, leases, preference shares, and derivatives.

The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>1,777,657</td>
<td>1,460,943</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>2,934,154</td>
<td>1,679,880</td>
</tr>
<tr>
<td>Total financial assets</td>
<td>4,711,811</td>
<td>3,140,823</td>
</tr>
<tr>
<td>Financial Liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>2,184,080</td>
<td>1,739,943</td>
</tr>
<tr>
<td>Borrowings</td>
<td>803,850</td>
<td>156,676</td>
</tr>
<tr>
<td>Total financial liabilities</td>
<td>2,988,133</td>
<td>1,897,619</td>
</tr>
</tbody>
</table>

10 Financial Risk Management continued

Not fair values

Fair value estimation

Fair values are the amounts at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Fair values derived may be based on information that is estimated or subject to judgment, where changes in assumptions may have a material impact on the amounts estimated. Areas of judgment and the assumptions have been detailed below. Where possible, valuation information used to calculate fair value is extracted from the market, with more reliable information available from markets that are actively traded. In this regard, fair values for listed securities are obtained from quoted market bid prices. Where securities are unlisted and no market quotes are available, fair value is obtained using discounted cash flow analysis and other valuation techniques commonly used by market participants.

Cash and cash equivalents, trade and other receivables and trade and other payables are short term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables exclude amounts provided for relating to leave provisions which is not considered a financial instrument.

11 Revenue

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales Labour Hire</td>
<td>8,649,927</td>
<td>3,473,348</td>
</tr>
<tr>
<td>Course Fees</td>
<td>1,429,762</td>
<td>969,678</td>
</tr>
<tr>
<td>Services Fees</td>
<td>19,115,939</td>
<td>18,421,579</td>
</tr>
<tr>
<td>Interest</td>
<td>57,518</td>
<td>53,037</td>
</tr>
<tr>
<td></td>
<td>29,268,146</td>
<td>22,927,642</td>
</tr>
</tbody>
</table>

12 Result for the Year

Other Expenses

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertising and Marketing</td>
<td>381,699</td>
<td>463,340</td>
</tr>
<tr>
<td>Office Rental</td>
<td>794,454</td>
<td>723,665</td>
</tr>
<tr>
<td>Travel and Accommodation</td>
<td>395,286</td>
<td>249,730</td>
</tr>
<tr>
<td>Telephone and Power</td>
<td>503,557</td>
<td>568,546</td>
</tr>
<tr>
<td>Placement Costs</td>
<td>1,978,539</td>
<td>1,370,297</td>
</tr>
<tr>
<td>Printing and Stationery</td>
<td>296,354</td>
<td>269,285</td>
</tr>
<tr>
<td>Training and Wage Subsidy</td>
<td>1,005,765</td>
<td>783,646</td>
</tr>
<tr>
<td>Other</td>
<td>1,942,788</td>
<td>2,332,701</td>
</tr>
<tr>
<td></td>
<td>7,422,391</td>
<td>6,751,149</td>
</tr>
</tbody>
</table>
13 Operating Segments

(a) Segment performance

<table>
<thead>
<tr>
<th>In $000’s</th>
<th>Education and Training</th>
<th>Labour Hire</th>
<th>Other Operations</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>REVENUE</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Service and course fees</td>
<td>20,380</td>
<td>19,314</td>
<td>24</td>
<td>78</td>
</tr>
<tr>
<td>Sales</td>
<td>-</td>
<td>-</td>
<td>8,781</td>
<td>3,473</td>
</tr>
<tr>
<td>Interest revenue</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total segment revenue</td>
<td>20,380</td>
<td>19,314</td>
<td>8,815</td>
<td>3,551</td>
</tr>
<tr>
<td>Employee expenses</td>
<td>11,993</td>
<td>11,058</td>
<td>8,115</td>
<td>3,392</td>
</tr>
<tr>
<td>Other expenses</td>
<td>8,021</td>
<td>7,558</td>
<td>187</td>
<td>240</td>
</tr>
<tr>
<td>Segment operating profit</td>
<td>266</td>
<td>698</td>
<td>563</td>
<td>(71)</td>
</tr>
</tbody>
</table>

(b) Segment assets

In $000’s

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Segment assets</td>
<td>12,374</td>
<td>10,097</td>
<td>1,732</td>
<td>174</td>
<td>-</td>
<td>14,106</td>
<td>12,271</td>
</tr>
</tbody>
</table>

(c) Segment liabilities

In $000’s

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Segment liabilities</td>
<td>2,653</td>
<td>2,890</td>
<td>1,506</td>
<td>286</td>
<td>-</td>
<td>4,159</td>
<td>3,246</td>
</tr>
</tbody>
</table>

14 Controlled Entities

(a) Controlled entities

Subsidiaries:
- MADEC Labour Hire Pty Ltd
- Australia

Percentage Owned (%) 2011 2010

* Percentage of voting power is in proportion to ownership

15 Contingent Liabilities and Contingent Assets

In the opinion of the Directors, the company did not have any contingencies at 30 June 2011 (30 June 2010: None).
Notes to the Financial Statements
For the Year Ended 30 June 2011

19 Parent entity

2011 2010
$  $ 

Statement of Financial Position
Assets
Current assets 2,990,182 2,971,964
Non-current assets 9,584,533 9,125,268
Total Assets 12,574,715 12,097,232
Liabilities
Current liabilities 2,213,698 2,739,062
Non-current liabilities 1,013,869 230,561
Total Liabilities 3,227,567 2,969,623
Equity
Retained earnings 6,705,452 8,095,733
Reserves 1,041,793 1,041,793
Total Equity 9,747,245 9,137,526

Statement of Comprehensive Income
Profit for the year 583,044 760,922
Other comprehensive income - (675,241)
Total comprehensive Income 583,044 85,681

20 Company Details
The registered office of and principal place of business of the company is:
MADEC Australia Limited
126 - 130 Deakin Avenue
Midura Victoria 3500

MADEC Australia Limited
ACN 089 604 015

Directors’ Declaration
The directors of the company declare that:
1. The financial statements and notes, as set out on pages 5 to 23, are in accordance with the Corporations Act 2001 and:
   a. comply with Accounting Standards - Reduced Disclosure Requirement; and
   b. give a true and fair view of the financial position as at 30 June 2011 and of the performance for the year ended on that date of the company.
2. In the directors’ opinion, there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Dated

Director

Director
Independent Auditor’s Report (continued)
To the members of MADEC Australia Limited & Controlled Entity
ACN 086 804 015

Independence
In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001.

Opinion
In our opinion the financial report of MADEC Australia Limited & Controlled Entity is in accordance with the Corporations Act 2001, including:

(i) giving a true and fair view of the consolidated entity’s financial position as at 30 June 2011 and of its performance for the year ended on that date; and

(ii) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the Corporations Regulations 2001;

WHK Audit Services

[Signature]
Grant Martinella CA RCA
133 Langtree Avenue
MILDURA, VIC 3500

Date: 8 October, 2011

Role in the Preparation of the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the Corporations Act 2001 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor’s judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity’s preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.
MADEC Offices and General Enquiries

Head Office
126-130 Deakin Avenue
Mildura VIC 3500

Services include:

Telephone: (03) 5021-3472
Harvest Office: (03) 5022-1797
or 1800-062-332
NHLIS: (03) 5022-8988
or 1800-062-332
Fax: (03) 5025-4040
Email: madec@madec.edu.au
Web: www.madec.edu.au

Community College
133-137 Madden Avenue
Mildura VIC 3500

Services & Facilities include:
Education and Training Services, Community Rooms, Local Community Partnership.

Telephone: (03) 5023-7233
Fax: (03) 5021-2738
Email: madec@madec.edu.au
Web: www.madec.edu.au

Regional Offices

Balranald
89b Market Street
Balranald NSW 2715
Telephone: (03) 5020-1816
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Email: balranald@madec.edu.au

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3 Riverview Drive
Berri SA 5343
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Fax: (08) 8582-5099
Email: berri@madec.edu.au

Clare
37 Old North Road
Clare SA 5453
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Fax: (08) 8841-4050
Email: clare@madec.edu.au

Kadina
27 Frances Terrace
Kadina SA 5554
Telephone: (08) 8821-6000
Fax: (08) 8821-6050
Email: kadina@madec.edu.au

Kerang
71 Victoria Street
Kerang VIC 3579
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Fax: (03) 5452-2580
Email: kerang@madec.edu.au

Loxton
Shop 6, 9 Martha Street
Loxton SA 5333
Telephone: (08) 8584-6834
Fax: (08) 8584-7967
Email: loxton@madec.edu.au

Marion
Shop 2001A, Westfield Marion
Oaklands Park SA 5046
Telephone: (08) 8172-3000
Fax: (08) 8172-3050
Email: marion@madec.edu.au

Mannum
39 Randell Street (CHIPS)
Mannum SA 5238
Telephone: (08) 8531-3520
Fax: (08) 8531-3950
Email: murraybridge@madec.edu.au

McLaren Vale
Shop 4, 112 Main Road
McLaren Vale SA 5171
Telephone: (08) 8323-7459
Fax: (08) 8323-7639
Email: mclarenvale@madec.edu.au

Merbein
99 Commercial Street
Merbein VIC 3505
Telephone: (03) 5025-3344
Fax: (03) 5025-1267
Email: merbein@madec.edu.au

Murray Bridge
8-12 Bridge Street
Murray Bridge SA 5253
Telephone: (08) 8531-3520
Fax: (08) 8531-3950
Email: murraybridge@madec.edu.au

Noarlunga
Centro Colonades Shop F5
Noarlunga Centre SA 5168
Telephone: (08) 8307-2000
Fax: (08) 8307-2050
Email: noarlunga@madec.edu.au

Ouyen
46 Oke Street
Ouyen VIC 3490
Telephone: (03) 5092-2284
Fax: (03) 5091-0420
Email: ouyen@madec.edu.au

Red Cliffs
13a Indi Avenue
Red Cliffs VIC 3496
Telephone: (03) 5024-3777
Fax: (03) 5024-3750
Email: redcliffs@madec.edu.au

Renmark
8 Rail Ral Avenue
Renmark SA 5341
Telephone: (08) 8586-1900
Fax: (08) 8586-3277
Email: renmark@madec.edu.au

Robinvale
68-72 Herbert Street
Robinvale VIC 3549
Telephone: (03) 5051-8080
Fax: (03) 5051-8088
Email: robinvale@madec.edu.au

Swan Hill
186-188 Beveridge Street
Swan Hill VIC 3585
Telephone: (03) 5033-0025
Fax: (03) 5033-0026
Email: swanhill@madec.edu.au

Waikerie
2A Ian Oliver Drive
Waikerie SA 5330
Telephone: (08) 8541-3972
Fax: (08) 8541-4065
Email: waikerie@madec.edu.au

Wentworth
28 Darling Street
Wentworth NSW 2648
Telephone: (03) 5027-2203
Fax: (03) 5027-2516
Email: wentworth@madec.edu.au