

A stylized graphic on a dark blue background. It features several thick, rounded lines in shades of blue and teal. An orange arrow points right at the top, and a green arrow points right on the right side. A yellow arrow points right on the left side. The year '2016' is written in large white font in the center. The SYC logo is in a white circle at the bottom right.

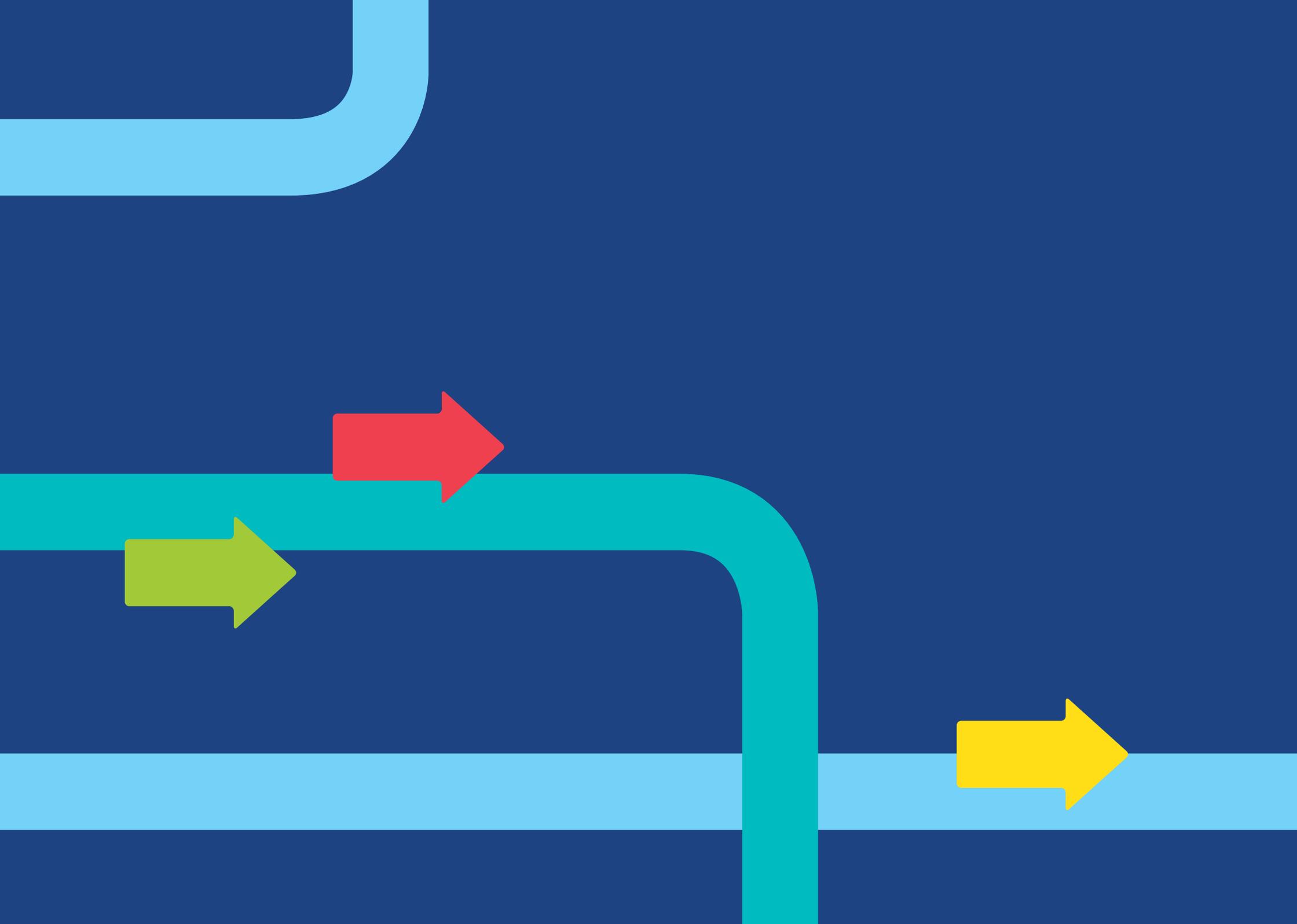
2016



**Annual
Report**



SYC



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Patron's Message



**Rear Admiral the
Hon Kevin Scarce
AC CSC RAN-Rtd**

Patron

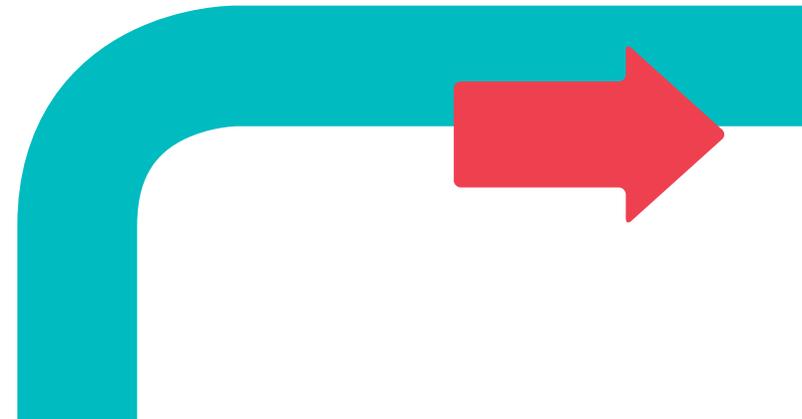
It is with great pleasure that I once again have the opportunity to write a message for the SYC Annual Report as Patron, a role to which I returned during the reporting period.

SYC is an organisation that has a positive impact on the lives of tens of thousands of Australians every year. It does this by offering support and creating pathways for people to achieve success in their lives.

Everyone needs and deserves opportunities that allow them to fulfill their dreams. SYC plays a significant role to assist people to stabilise their living conditions, improve their overall wellbeing, overcome learning difficulties and secure and maintain gainful and meaningful work. SYC supports Australians every day as they walk their own path to independence, interdependence and participation in their community.

SYC understands its role in the community and is a passionate advocate for developing and improving systems and supports for the people it cares about.

I am honoured to be a part of the great work this organisation does and look forward to continuing to work closely with SYC, supporting more Australians in even more ways.





**HELPING AUSTRALIANS
TO MOVE FROM A PLACE
OF NEED TO BUILD AN
INDEPENDENT AND
PROSPEROUS LIFE.**



Chairperson's Report



David Hallett
Chairperson

In 2012, SYC released its strategic plan to 2015 titled Show Your Colours. It was a bold plan that charted a course for an aspiring, confident and capable organisation. We updated and extended that plan in 2015 with the release of Show Your Colours 2.0 – Towards 2018 outlining even greater desire to support more vulnerable Australians on a pathway to independence and prosperity.

Since that first iteration of Show Your Colours was launched in 2012, SYC has seen the number of Australians we support grow by 52 per cent to total more than 61,000 in the 2015-16 reporting period. Some 29 per cent of these people are under the age of 25.

It is a testament to the people who work at SYC and the amazing impact they have every day that so many Australians have been able to benefit. And today there are more people working at SYC than ever before with some 650 employees across South Australia, Victoria, New South Wales and Queensland.

The most significant growth during the period under review came as a result of implementation of the 35 per cent growth in SYC's employment services operations following the jobactive contract win. SYC is now the largest provider in South Australia and metropolitan Melbourne. Also during the period under review, our youth services division, HYPA, commenced delivering youth targeted employment services in Victoria.

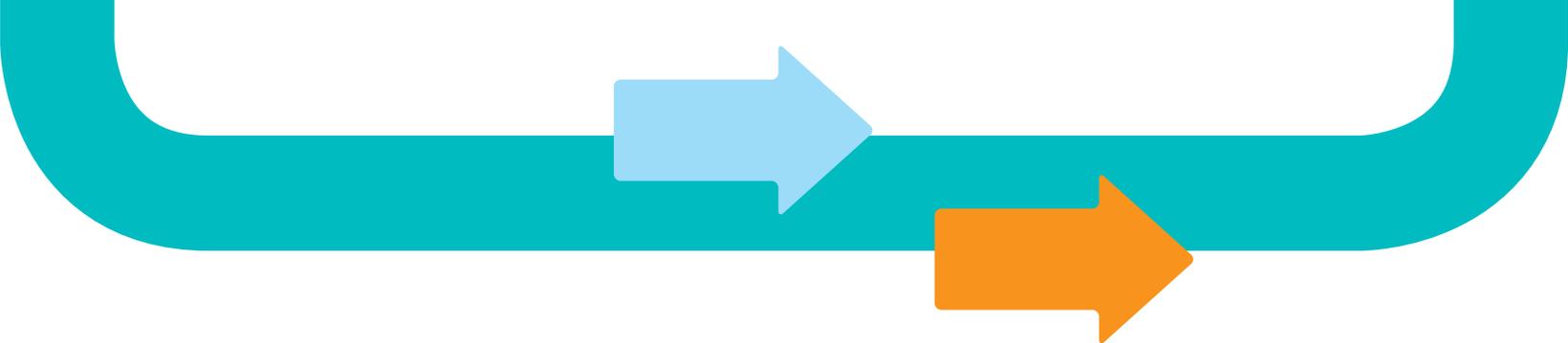
The Board and Executive Team has had a strong focus on ensuring that such growth does not come at the expense of quality and compliant service delivery, strong financial

performance and good governance. To this end, investment decisions such as supporting and investing in our people through leadership development, ensuring SYC has robust quality and compliance measures and testing new ways to deliver services to benefit the people we support, were all features during the period under review.

SYC engaged Ernst & Young to refresh and broaden the organisation's compliance regime and ensure it best aligns with the broader and more complex nature of SYC today. As at 30 June 2016, SYC delivers services under 44 different state and federal government contracts, as well as several unfunded initiatives such as HYPA Housing and the Sticking Together Project. The Board is pleased with the progress that has been made to update governance and compliance practices to best suit the organisation's needs today.

Likewise, the importance of ensuring that SYC is safe for the people accessing our services, our employees, volunteers and visitors is a strong priority for the Board. The review and updating of the SYC Health & Safety Strategic Plan ensures that the organisation remains focused on fostering a positive health and safety culture whilst remaining contemporary in how good health and safety practice is integrated into the day-to-day operations of the organisation.

Given the uncertainty of the economic and policy environment for social services, like any organisation there have been challenges for SYC during the 2015-16 year. These have included adapting to dramatic changes to funding for vocational education and training (VET) in South Australia, the sustained depression of oil and gas prices impacting on demand for training, uncertainty



around the future funding of homelessness services beyond 2017 and the continued reform of disability services with the rollout of the National Disability Insurance Scheme.

It would be easy for SYC to take a wait and see approach to these challenges, however to do so would present a substantial risk to the capacity of the organisation to deliver effective services, particularly for those most vulnerable who rely on SYC for support. It is with this in mind that the Board has chosen to invest in both frontline and back office areas to best advantage SYC over the longer term.

The 2015-16 year represented a major investment year for SYC, particularly as the organisation bedded-down new contract wins in jobactive, Transition to Work, ParentsNext, the Tenants Information and Advisory Service and Reboot. In fact, SYC committed more than \$5 million towards investing for the future needs of the organisation.

Establishing new services such as these requires start-up funding and when teamed with the trend towards payment by results, means that cashflow management requires careful attention.

When including depreciation, largely attributable to SYC's HYPAs affordable housing assets, the organisation reported a statutory loss for the 2015-16 year of \$2,781,060. Whilst a loss for the year was anticipated, this result is better than forecast thanks to a number of initiatives that are expanded upon in the Chief Executive Officer's Report.

SYC is fortunate to have high calibre employees who give their best every single day to support some of our community's most vulnerable people. Leading the breadth

of activity that SYC undertakes requires skill and experience. SYC is fortunate to have an outstanding Chief Executive Officer in Paul Edginton and an exceptional Executive Team who continue to ensure a strong focus on performance, compliance and impact.

I also acknowledge my Board colleagues whose counsel and contribution I value deeply.

It is through the collective efforts of everyone at SYC, together with our stakeholders, that we are able to deliver impact as an organisation both today and into the future.

David Hallett
Chairperson



South Australian Governor,
His Excellency the Honourable
Hieu Van Le AC with Training Prospects
graduate, Jemima Baldwin at the 2015
Training Prospects Graduation.

CEO's Report



Paul Edginton
Chief Executive Officer

REALISING THE ASPIRATIONS IN SHOW YOUR COLOURS 2.0

During the year SYC made substantial progress towards the achievement of the aspirations set out in Show Your Colours 2.0 with advances across each of our six strategic priority areas, namely: Footprint, Practice, Voice, Influence, Technology & Connectivity and Partnerships. I am pleased to detail the results for the organisation this year in what has been a challenging and dynamic external environment.

MORE AUSTRALIANS SUPPORTED THAN EVER BEFORE

The year in review saw SYC support more than 61,000 Australians across our focus areas of Working, Learning, Home and Wellbeing. Now with some 650 employees across four states, this growth in services has been achieved through the expansion of existing contracts, the winning of new service streams and investing in finding new and innovative ways of working. This growth positions SYC well over coming years by broadening the organisation's revenue and service portfolio. It is also a clear demonstration of results for our Footprint and Practice strategic priorities that seek to extend the reach and impact of SYC's services.

GOOD POLICY TOWARDS GOOD OUTCOMES

Our work and advocacy in relation to government policy has been a key feature of progress on the Voice and Influence strategic priorities over the past year.

It is pleasing to see the focus that the Australian Government has taken in relation to the issue of youth

employment. Those of you who have followed SYC in recent years will know that our My First Job initiative, established in 2013, seeks to drive change within government and the private sector towards the provision and support of genuine entry level jobs for workplace entrants by establishing supports for young people in their transition from learning to working. In particular, My First Job advocates for greater awareness of the difficulties young people face in gaining entry level employment and of the impact of youth unemployment on Australia's economic health.

SYC commends the Australian Government for its work to date to address the stubbornly high youth unemployment rate though cautions policymakers that more needs to be done. It is clear that Australia can learn much from other jurisdictions, as evidenced by the findings of the My First Job Europe Study Tour to Germany, Switzerland and the United Kingdom.

I was pleased to lead this delegation that met with 24 policymakers, training providers and service providers across ten cities in ten business days. The delegation considered ways to strengthen practices in providing appropriate and quality services to support young people to successfully transition to working. It was a full programme that captured many learnings and insights – details of which can be found in the blog we kept throughout the study tour at www.myfirstjobstudytour.com. SYC has since presented recommendations to government as a result of the tour that we are confident will contribute to the overall policy thinking in this area critical to Australia's future economic and social prosperity.



Youth employment has not been the only policy area that SYC focused on during the period, with the organisation commissioned by the Department of Communities and Social Inclusion (DCSI) in South Australia to bring together and facilitate the SA Youth Homelessness Working Group as part of that state government's youth strategy. Youth homelessness is an area that SYC has worked in since our founding as an organisation in 1958. Since then, there has been persistent demand for our services and in recent years the complexity of the circumstances for young people experiencing homelessness who seek to access our services has only grown.

The Working Group brought together a cross-section of community, government and business representatives to undertake a deep-dive into the issues relating to the pathways into and out of homelessness for young people. The Minister for Youth, Hon Zoe Bettison MP, also asked the Working Group to consider systemic improvements to reduce the instance and duration of homeless experiences for young South Australians. The scale of this challenge is obvious when you consider that on any given night in South Australia, an estimated 1,450 young people are experiencing homelessness.

With representatives from the Youth Affairs Council of South Australia (YACSA), Victor Smorgon Group, DW Fox Tucker Lawyers, Bank SA, Housing SA and DCSI, SYC led the Working Group process that also included contributions from Swinburne University and The University of South Australia. The six months of investigations by the Working Group culminated in the report Pathways: Improving the economic and social

participation for young people experiencing homelessness in South Australia (available for download at www.syc.net.au). The report made four recommendations including early intervention options to reduce pathways into homelessness and increased options for pathways out of homelessness for young people. SYC continues to speak to government about youth homelessness service provision and structural reforms.

CHALLENGING EXTERNAL CONDITIONS CONTRIBUTE TO RESULT

It seems that each year in this report I comment on the dynamic and sometimes volatile nature of the external environment. This year is no exception with a tough operating environment for SYC at a time when demand for our services has never been higher. Challenging labour market conditions – particularly in the unskilled segment, lower business confidence and a vocational education and training (VET) market experiencing a severe downturn principally due to government policy changes at state and national levels, has meant that revenue generation opportunities have diminished compared to recent years. When teamed with tighter margins on existing contracts, the retention of earnings to invest in innovation or growth is harder now than it has been for some time.

As noted in the Chairperson's Report, the financial performance for SYC in the 2015-16 financial year was better than forecast notwithstanding the reported statutory loss. And perhaps more importantly, SYC is on track to return to a surplus position in the 2016-17 financial year. This is crucial for SYC so that the organisation can again retain earnings to support further growth to 2020.

WORKING IN PARTNERSHIP

I am exceptionally proud of the contribution each person at SYC makes to help improve the lives of those accessing our services. But it would be wrong to suggest that our efforts alone are the only contributor to the independence and prosperity of the people we support. Indeed, right across our organisation SYC works in partnership with stakeholders, sector peers, employers and the general community to further the work that we do and to make that work more responsive to both situations and needs.

To our partners in local, state and federal government, the higher education sector, community services and the not-for-profit sector more broadly, I express my sincere appreciation for your contribution to the work of SYC. I particularly acknowledge the efforts and contribution of our Fundraising Committee, which saw a change of Chairman during the period from Kieran Purcell to Alan Tudorovic, both of whom are valued advocates for the work of SYC with young people.

POLICY AND PROGRAMME UNCERTAINTY AND THE ROLE OF DATA

The majority of revenue that allows SYC to have an impact in Australia comes from our delivery of human services outsourced by governments. The next two years are shaping up as watershed milestones for SYC with crucial funding for our work ending in 2017. This includes in the areas of disability employment services, youth homelessness and VET. SYC is working diligently to ensure that we have a strong foundation of data to support the outcomes and impacts of our services – work that has

SYC SUPPORTS OVER 61,000 AUSTRALIANS ACROSS OUR FOCUS AREAS OF WORKING, LEARNING, HOME AND WELLBEING.

been underway for several years. This year's Annual Report begins to shape and present our outcomes and impact data that show just how crucial SYC services are in supporting vulnerable Australians of all ages.

CONCLUSION

As at the end of the year in review, SYC is the largest provider of employment services in South Australia and metropolitan Melbourne, a substantial provider of homelessness services to young South Australians, one of the largest training organisations based in Adelaide with operations extending to Victoria and Queensland and a major contributor to youth justice, education and case management support for young people. These results do not happen by accident and I recognise the efforts of the Board, my Executive Team, our managers and frontline employees across the organisation for helping to ensure that this year SYC has helped more people and helped people more. With two years to go before SYC celebrates its 60th anniversary supporting vulnerable Australians to achieve independence and prosperity in their life, I have never been more pleased to lead an organisation that puts people at the centre of everything we do.

Paul Edginton
Chief Executive Officer

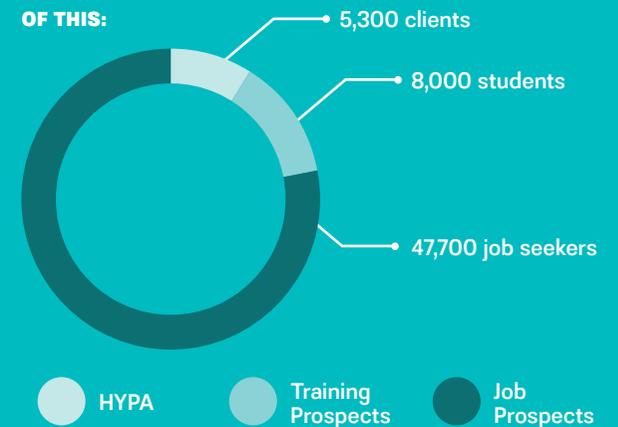


2016 Snapshot

SYC works with Australians of all ages to acknowledge and deal with their barriers to independence – to locate and maintain secure housing, to reengage and complete education and training qualifications, to undertake an employment pathway and to strive to be well and prosperous in their life.

61,000 AUSTRALIANS SUPPORTED BY SYC

OF THIS:

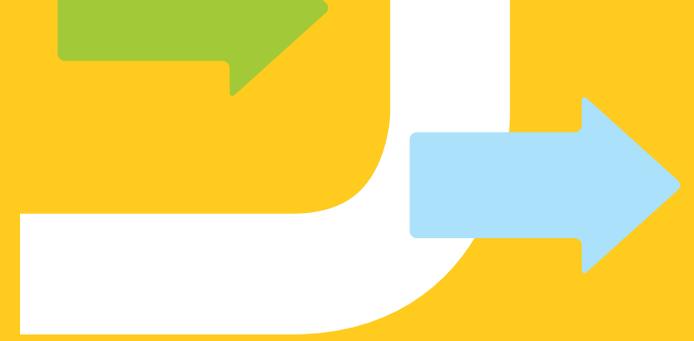


17,600 where young people under the age of 25 years, representing 29 % of the overall caseload.

OVER THE PAST FIVE YEARS, SYC HAS DOUBLED THE NUMBER OF AUSTRALIANS IT WORKS WITH, EXTENDING ITS REACH AND IMPACT ACROSS THE AUSTRALIAN COMMUNITY TO SUPPORT MORE PEOPLE OF ALL AGES ON THEIR PATH TO INDEPENDENCE AND PROSPERITY.



Wellbeing



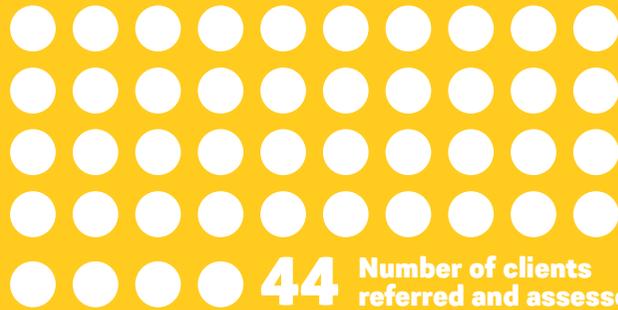
HYPA secured funding through the South Australian Attorney-General's Department, and in collaboration with the Australian Red Cross and the South Australian Youth Court, to support the rehabilitation of young people aged 15 to 17 years who have come into contact with the criminal justice system.

Around 80 young offenders will participate in the two year trial of the Reboot programme, which began during the reporting period.

As part of the programme young offenders participate in change programmes such as the Operation Flinders Foundation Wilderness Camp. HYPA has identified strategies to work collaboratively with offenders, families, communities and the justice system to alter high-risk behaviours and is seeing very positive results.

The Australian Institute of Criminology has been appointed by the Department to undertake a process and outcomes evaluation to monitor implementation of the programme and determine its effectiveness in reducing offending and anti-social behaviour and increasing engagement in employment, education and training.

REBOOT



33
Clients accepted onto the programme



26
Clients currently engaging in support

TAKING AN HOLISTIC APPROACH TO ASSIST OUR CLIENTS TO FOCUS ON POSITIVE HEALTH AND QUALITY OF LIFE.

PHaMS



291

People supported

**SA
VIC**



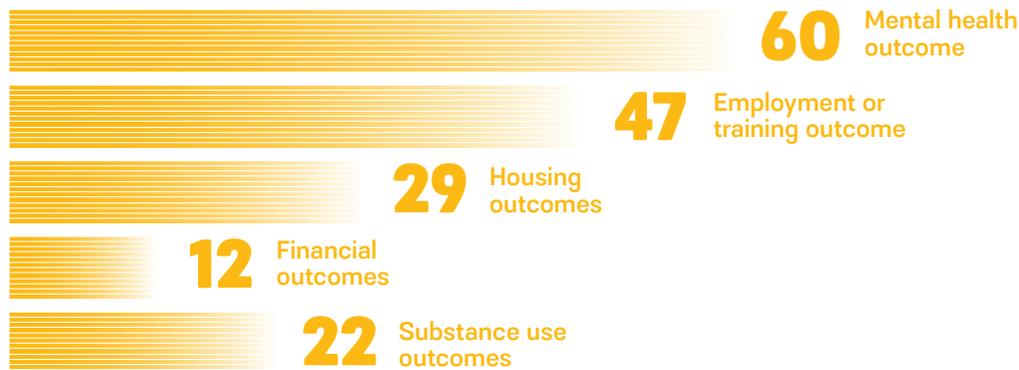
149

142

39% increase in number of clients supported

PHaMs (Personal Helpers and Mentors – Employment Services) works with people of all ages, dealing with mental health barriers to securing and maintaining employment.

The PHaMs Programme provides one-on-one intensive support to people whose lives are severely affected by mental illness, through a recovery focused, culturally sensitive and strengths based approach. This approach recognises recovery as a journey that is driven by the participant. The PHaMs Employment Service supports participants to identify and achieve their own goals, develop relationships and manage day-to-day tasks to address issues in their lives that have been identified as barriers to employment. Specialist individual support will assist participants to overcome non-vocational barriers to finding and maintaining employment, training or education.





HYPA VOLUNTEERS

41 NEW RECRUITS



Increase in volunteer membership

32 ACTIVE VOLUNTEERS



HYPA Volunteers form an integral part of HYPA's service delivery, providing valuable group and 'one-to-one' support to young people.

Volunteers help young people gain their provisional licence, assist HYPA in administration areas and provide specialist advice and skills for young people. HYPA Volunteers are adults of all ages and come from many diverse backgrounds. There are many volunteering opportunities, ranging from a few hours every now and then to several hours each week, so talk to us if you would like to help young people achieve.



Peter, Geared2Drive volunteer



GEARED 2DRIVE

50 Young people supported in the programme

591 DRIVING HOURS

10 YOUNG PEOPLE COMPLETED THE PROGRAMME

60% of participants completed their hours and gained their P's

Geared2Drive supports young people aged 16 to 25, to ultimately become licensed drivers.

Current legislation in South Australia requires that learner drivers undertake 75 hours of supervised driving with a licensed adult before they can test for their Provisional licence. But not all young people have access to an adult with whom they can fulfill the 75 hour supervised driving obligation and this can be a significant barrier to young people gaining their driver's licence. This is more often than not a desired skill to secure employment.

Geared2Drive provides cars and volunteer supervising drivers to overcome this barrier and provide more young people with the opportunity to eventually become fully licensed drivers.

Geared2Drive ambassador, Adnon with one of the Geared2Drive vehicles.



CASE STUDY

Pat originally approached HYPA to be supported with housing, having been experiencing very unstable housing arrangements. Dealing with housing, training and employment barriers, Pat is now living in safe and secure housing and has gained his drivers licence which contributed to him securing employment.

Pat
"There's hardly any jobs in Adelaide that don't require a driver's licence."

- 2012** Pat became a job seeker with Job Prospects in April. In August he was referred to HYPA for emergency accommodation and case management support;
- 2013** He was placed in a HYPA Eastern Adelaide Youth Homelessness Service property. Pat then began HYPA's Geared2Drive programme, to complete the mandatory learner driver requirements.
- 2015** Pat completed his 75 hours of mandatory driving time with the Geared2Drive programme and also gained his Provisional Drivers licence. He secured employment with Allied Pickfords as a removalist driver, with the support of Job Prospects.
- 2016** 1 of 2 HYPA Geared2Drive Ambassadors - helping to promote the service on behalf of HYPA, to encourage more people to participate and seek support for volunteers and donations to allow the programme to reach more young people.

Home

TRACE-A-PLACE

Youth Gateway



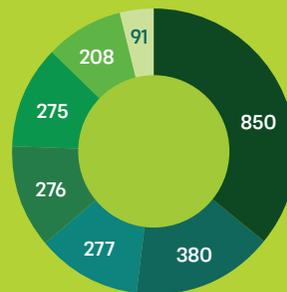
Increase in total presentations from 2014-15



2357

Total presentations by young people

ACCOMMODATION OUTCOMES



- With friends or family
- Placements into mainstream homelessness services
- Unknown
- Motel, backpackers or other accommodation
- Placements into youth homelessness accommodation
- Hospital, sobering up unit, mental health facility, correctional facility
- Slept rough

HYPAs youth homelessness crisis and case management response is delivered collectively at the Trace-a-Place (TAP) shop front service in Adelaide City. TAP comprises three key elements; the first is the crisis response, the Youth Homelessness Gateway.

The second is a range of important supplementary services known as Youth Space, which includes HYPAs Breakfast Club, creating a safe environment for young people facing immediate issues surrounding their homelessness, but who may not necessarily require a bed for the night. Youth Space provides the ideal opportunity to foster positive relationships and rapport with young people, such that they may be willing to be referred into Youth Gateway or the third component, TAP's case management and other housing support services such as Eastern Adelaide Youth Homelessness Service (EAYHS) and Get-a-Place (GAP).

EAYHS



Increase in total presentations from 2014-15



387

Number of clients supported



YOUTH GATEWAY

The Youth Gateway is a service aimed specifically at young people aged between 15 and 25 in South Australia who are experiencing homelessness or at risk of experiencing homelessness. This includes young parents with accompanying children.

Referred to as the Youth Gateway to crisis accommodation, Trace-A-Place offers a combination of services, including referrals to emergency and longer term youth specific housing, provision of information on sourcing and accessing safe accommodation options, and general support and guidance on dealing with the experience of homelessness.

WORKING WITH OUR CLIENTS TO HAVE A STABLE HOME, A SENSE OF HOME AND TO FEEL SAFE AT HOME.



CASE STUDY

EASTERN ADELAIDE YOUTH HOMELESSNESS SERVICE

EAYHS complements Trace-A-Place services by providing intensive case management and outreach support for young people aged 15-25 who are transient, based in the inner city eastern region, or moving between regions of metropolitan Adelaide. EAYHS supports young people to stabilise their life, access housing in their region of choice, maintain their accommodation and link with essential support services.

HYPA BREAKFAST CLUB

This service is solely provided through the generosity of donors and community and corporate organisations. SYC thanks them for their considerable and consistent support of the HYPA Breakfast Club.



When a young person is sleeping rough or in unstable housing, HYPA's crisis supports like HYPA Breakfast Club provide regular and nutritious meals and continuity of a safe space.

Belinda & Kayla

HYPA BREAKFAST CLUB
"It gives us shelter, food, someone to talk to and a safe place to take a nap during the day"



2015

Belinda became homeless due to family breakdown and did not have a safe or stable place to stay. Her cousin Kayla had also been homeless or in unstable housing for several years.



2016

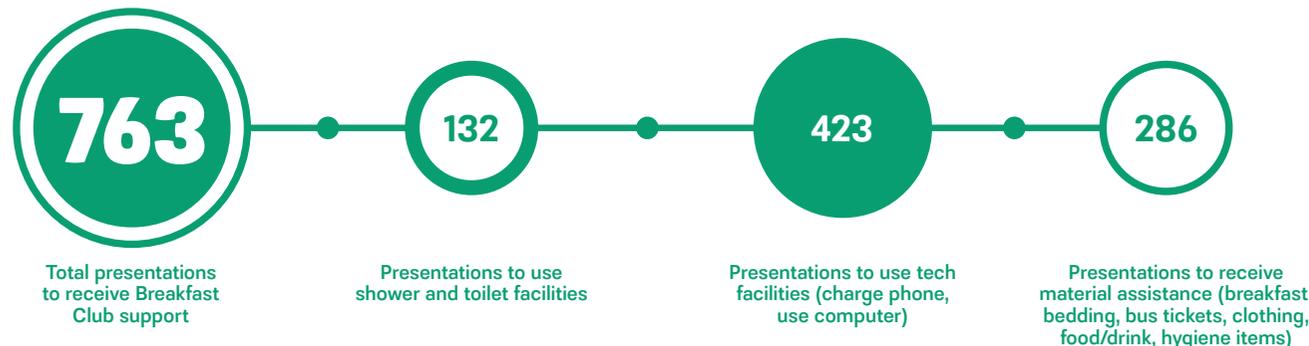
Both girls presented at HYPA after they had run out of options with couch-surfing and were sleeping in Belinda's car.



Future

Aside from securing stable housing, Belinda's main goals are to finish SACE, study at TAFE and obtain employment "to get off Centrelink". Kayla has goals to complete courses in hospitality and to obtain employment. She is seeking accommodation with support attached so she can "stay on track" with achieving her goals.

HYPA Breakfast Club



HOME SERVICES ARE PROVIDED OVER A SPECTRUM OF NEED, FROM CRISIS SUPPORTS TO MID-TERM ACCOMMODATION AND PREPARING CLIENTS FOR INDEPENDENT LIVING OPTIONS.

TENANTS' INFORMATION AND ADVISORY SERVICE (TIAS)

3,296 Number of enquiries received



2,905 Enquiries able to be addressed (within scope)

TIAS is a South Australian statewide service which provides free and independent information, advice and advocacy to help people on low incomes to sustain their tenancies in private rental, community housing or public housing.

TIAS CAN PROVIDE:

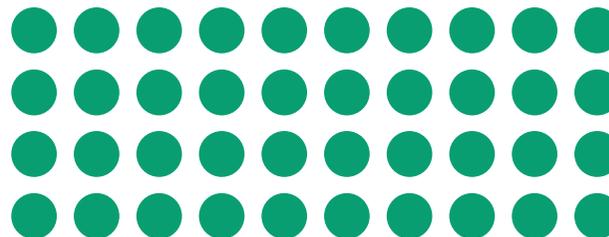
- Education, information and advice.
- Representation in the areas of tenancy and landlord disputes, debt and eviction.
- Encouragement and assistance to engage with mediation processes.
- Assistance to access internal avenues of appeal.
- Referrals to and information on financial counselling.

120

Clients represented at SACAT* hearings

123

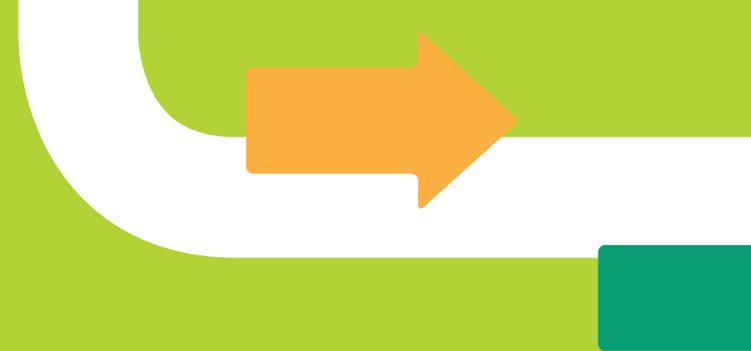
Number of Tribunal outcomes



Positive outcomes for tenant (e.g. payment arrangements, part bond returned to tenant)

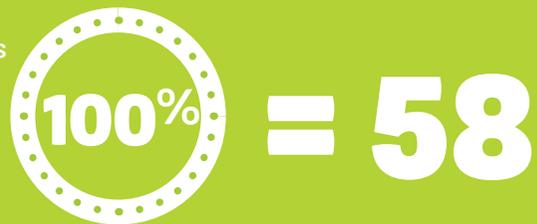


*South Australian Civil and Administrative Tribunal



HYPA HOUSING

Number of clients/ tenants
58



Number of accompanying children
3

Clients engaged in education, training or employment

65%
Exited to independent housing

HYPA Housing provides a stepping stone towards independent housing for young people aged 17 to 25 who are finding it difficult to access and afford private rental housing. It is an affordable housing option that supports young people in developing their independence and pursue their personal, vocational and educational goals. It removes lack of housing and housing instability as a barrier to gaining and sustaining work.

ADOPT-A-HYPA HOUSING APARTMENT

Over the reporting period, two organisations and an anonymous donor, participated in the Adopt-A-HYPA Housing Apartment programme, covering the \$15,000 shortfall for an Apartment, this is otherwise deficit funded by SYC. This includes covering individualised case management, group based activities and independent living supports as well as subsidising a tenants rent, so that they are only paying 30% of their income. A very important aspect of the programme is that tenants learn to budget and live independently, whilst working or working towards an employment pathway.

In the rollout of this programme, we have been supported by the following generous donors:

- Academy Services
- Macquarie Group and Macquarie Foundation

HYPA and SYC is very thankful for the generous support of these three donors and will look to expand the Adopt-A-HYPA Housing Apartment programme over the next reporting period.

Tenants at the HYPA Housing Adelaide complex



Learning

FLEXIBLE LEARNING OPTIONS

 **543**
STUDENTS ENGAGED

191 
TOTAL STUDENTS EXITED

FLO - GENERAL

 **211**
CONTINUING STUDENTS

172 
EXITING STUDENTS

progressed to further study/training

15

returned to mainstream school

36

gained or seeking employment

37

transitioning to FLO specialist

3

FLO - SPECIALIST

 **40**

CONTINUING STUDENTS

HYPAs have been a provider of the South Australian Department of Education and Childhood Development's (DECD) Flexible Learning Options (FLO) for 10 years.

The focus of FLO is to provide alternative education opportunities through individual case management support for young people who are at risk of or completely disengaged from mainstream schooling. By focusing on the individual's strengths, FLO engages a young person in educational activities designed to allow them to return to mainstream school, progress to VET training or to secure and maintain employment.

Educational attainment and employment opportunities are intertwined. Employment options are far greater¹ for those who have completed school and higher levels of education (e.g. VET Certificate, Diploma/Tertiary Bachelor Degree and above). For example 66 per cent of people who have completed Year 12 are employed in some way (full or part-time) within the Australian labour force. This reduces to 44.1 per cent for those who have not progressed past Year 11 or below.

The specialist streams of FLO – youth justice and homelessness, provide targeted assistance for those young people with additional barriers to completing educational attainment and having employment opportunities in their future.

1. ABS Education and Work Statistics 62270, May 2015 (released November 2015)

ENABLING OUR CLIENTS TO ACQUIRE KNOWLEDGE, SKILLS AND METHODS THAT CAN BE RETAINED AND APPLIED.



CASE STUDY



A unique work experience and training initiative was created during the reporting period, drawing on collaboration between Job Prospects, Training Prospects, City of Playford and the South Australian Department of State Development, which has provided a group of young job seekers with real world work experience and new skills and created a scalable model for the engagement of young people in local council procurement projects.

Participating job seekers, who have been actively seeking employment within the Playford region, Northern Adelaide, gained horticulture and landscaping experience, increasing their employability skills whilst gaining real employment confidence and experience.

The initiative was created in recognition of the continuing high levels of youth unemployment in Australia. The Australian youth unemployment rate of 12.9 per cent¹, reflects both a reduction in entry level jobs available in the Australian labour force and an increasing desire among employers to employ those with experience.

Accredited training components of the programme, undertaken by Training Prospects, include manual handling, White Card and basic leveling, all highly transferable and required skills for employment in the horticulture, landscaping and construction industries. Programme participants then participated in a City of Playford development project to remove 400 square metres of grass from Spruance Oval (off Main North Road, Elizabeth) to transfer and lay on the Midway Road Roundabout, Elizabeth East, readying the site for the Playford City Sports Precinct Tennis Centre development.



1. March 2016, ABS, unemployment rate 15-24 year olds

Living in regional South Australia, Terry had previously transitioned from school to an electrical apprenticeship, and completed over a year of this before needing to move to metropolitan Adelaide because of family circumstances. Terry had been unable to secure sustained employment in Adelaide and was referred to Job Prospects as a job seeker.

Terry

“Businesses often want workers with experience and this gives job seekers that experience.”



Terry began an electrical apprenticeship, at the completion of school.



He moved to Adelaide and was referred to Job Prospects as a job seeker.



Terry was a participant in the Training Prospects work experience programme. He gained core and technically related skills and experience plus exposure to a local employer. He was able to secure employment with Urban Landscaping, as a direct result of this programme.



ALTERNATIVE EDUCATION GROUP

BOLT



Studio West



BOLT

BOLT is an alternative learning programme provided in collaboration with the University of South Australia and Eastern Adelaide high schools. The programme has been designed for young people who struggle to participate in mainstream schooling. It provides learning linked to SACE as well as creative non-accredited learning designed to develop skills to increase students' employability. The programme is delivered from UniSA's Magill Campus on Tuesdays and Wednesdays.

STUDIO WEST

Studio West is an alternative learning programme that FLO (Flexible Learning Options) enrolled students aged between 13yrs - 17yrs can attend in place of mainstream school.

Students enrolled to attend will receive support from a registered Teacher who delivers curriculum with a literacy and numeracy focus, and a full time Case Manager from HYPVA who assists with work experience and additional learning pathways.

At Studio West the student, Teacher and Case Manager work together to develop a suitable educational plan that also involves improving self esteem, confidence and resilience, communication and relationship skills through community projects.

This programme aims to empower young people to make positive choices and gain the necessary skills to become independent learners.

MULTIPLE ALTERNATIVE LEARNING AND TRAINING OPTIONS ALLOW SYC CLIENTS TO COMPLETE QUALIFICATIONS AND GAIN SKILLS TO SUPPORT THEM SUCCESSFULLY TRANSITION INTO WORK EXPERIENCE AND JOB PLACEMENTS.

Training Prospects held its fourth annual Graduation and Awards Ceremony on 28 October 2015, recognising and celebrating the achievements of students who completed their courses during the past year.

More than 160 students, family members, friends, trainers, employers and business associates attended the event, held again at the Playford Civic Centre in Elizabeth. Apprentices and trainees were praised for their success and were presented their certificates of completion by His Excellency the Honourable Hieu Van Le AC, Governor of South Australia, who made an inspiring and compelling speech about the importance of education in changing lives for the better.

Sincere thanks go to generous Excellence Award sponsors Apprenticeship Support Australia, MEGT, St Patrick's Technical College, ABBTF, Southern Cross Industrial Supplies, Auspex, Rheem, and Master Plumbers South Australia for helping Training Prospects and SYC to acknowledge the efforts of these students.



STUDENTS GIVE TRAINING PROSPECTS THUMBS-UP IN SECTOR SURVEY

In a survey of TP students conducted by the National Centre for Vocational Education Research (NCVER), 96 per cent of the sample reported that they would recommend the training, 92 per cent were satisfied with the quality of the training and 93 per cent would recommend TP as a training provider.

TRAINING PROSPECTS

 **8,003** STUDENTS ENROLLED 

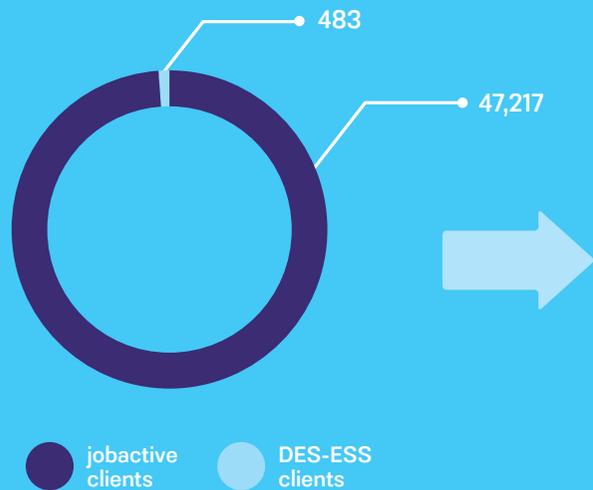


Graduate Jackson Buhlmann, celebrating his achievements with family at the 2015 Training Prospects Graduation Ceremony.

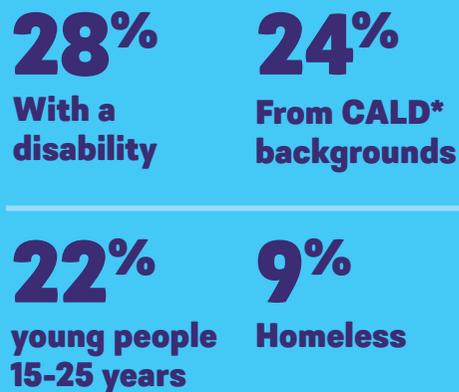


Working

JOB PROSPECTS



Of the 47,217 jobactive clients:



*Culturally & linguistically diverse backgrounds

16,806

Total job placements

3,549

 Job placements for young people

1,408

 Average number of placements per month

EMPLOYER FORUMS

In recognition of the challenges facing employers in today's competitive markets, Job Prospects created a series of Business Forums in regional South Australia and metropolitan Melbourne, new regions of operation for Job Prospects, to talk about the value of goal setting and finding and keeping good people.

Over 200 employers representing small, medium and large local businesses from the Riverland (Berri), Murraylands (Murray Bridge), Fleurieu (Middleton) and the South-East (Mount Gambier) in South Australia and Prahran, Dandenong and Ringwood in Victoria, attended the forums to hear from keynote motivational speakers Dale Elliott and world record holder adventure runner Richard Bowles on how to use goal setting and leadership to succeed through adversity.

Hosted by SA media personality and Fundraising Committee member Leigh McClusky, the Forums were organised by Job Prospects as a means of providing employers with insights and tactics on sustaining commitment that might provide a competitive edge in today's challenging business environment. A discussion around the challenges of finding and keeping good people also took place with a panel of local employers at each event.

The forums led to direct job placements but importantly, allowed Job Prospects to build some very positive business connections in these new areas of operation.

DISABILITY EMPLOYMENT SERVICES

483 Job seekers supported

204 Job placements

134 13 week outcomes

TRANSITION TO WORK

269 active clients

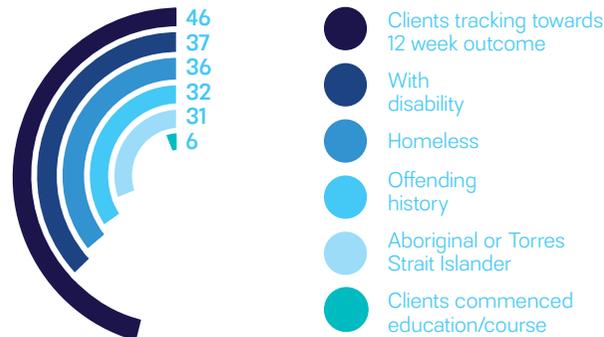
EMPLOYMENT IS THE GREATEST ALLEVIATOR TO A LIFE OF POVERTY, IT PROVIDES AN INDIVIDUAL WITH PURPOSE AND SELF-CONFIDENCE AND A LIFE OF INDEPENDENCE.



CASE STUDY

HYPA Transitions, which is now delivered as Transition to Work, is a service to support young people aged 15 to 21 on their journey to employment. The service will provide intensive, pre-employment support to improve the work-readiness of young people and help them into work (including apprenticeships and traineeships) or education.

Natalie
“Work at Foodland means that I can get experience in a good job. I can have a car and live fairly independently.”



- 2013** Natalie began with HYPA Transitions, being inactive (neither working or engaged in school).
- 2014** She continued in HYPA Transitions – and secured casual employment at Foodland.
- 2015** HYPA Transitions, post-placement support and re-entered school to complete South Australian Certificate of Education.
- 2016** Continued working at Foodland and completed Year 12. Began the Foundations Programme at Flinders University. She aims to begin a Bachelor of Teaching in 2017 and subsequently work as a teacher.

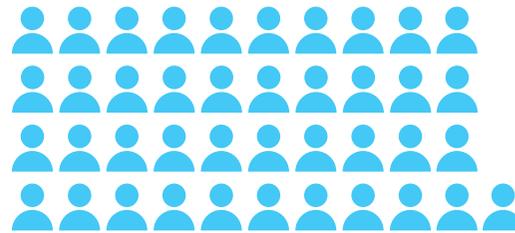
HELPING OUR CLIENTS TO GAIN AND SUSTAIN EMPLOYMENT IN ALL ITS FORMS.



Successful Transitions is a South Australian Department for Communities and Social Inclusion (DCSI) programme for young people aged 17 to 24 who are not engaged in education or full time employment.

Successful Transitions provides intensive support for young people who have not successfully transitioned from education to further training or employment in the Mount Gambier and Limestone Coast region.

SUCCESSFUL TRANSITIONS



41 Total clients supported



24

Improved connection to community



25

Addressed barriers to employment, education & training



26

Achievement towards goals in individual plan

**SYC IS AN
ORGANISATION THAT
HAS A POSITIVE IMPACT
ON THE LIVES OF TENS
OF THOUSANDS OF
AUSTRALIANS
EVERY YEAR.**



Fundraising, Partnerships & Thank You

#TWOFEET LAUNCH

SYC and HYPAs primary profile and fundraising campaign, #TwoFeet, launched its website during the reporting period, along with venturing into the world of merchandising, launching its first sock design for sale at the 2016 HYPAs Boileau Gala Quiz Night.

The #TwoFeet campaign promotes our core philosophy which centers around helping young people create and maintain an independent, constructive and prosperous life.

The website, found at www.twofeetcampaign.net.au, plays a major role in the communication of the #TwoFeet message as well as integrated social media, including the SYC and HYPAs Facebook pages, SYC Twitter and HYPAs Instagram channels, and facilitating online donations. All proceeds of which will go towards supporting HYPAs services.

TEAM HYPAs RETURNS TO CITY-BAY

Over 70 people joined #TeamHYPA for the 2015 Sunday Mail City-Bay in Adelaide 20 September 2015, raising funds for HYPAs Housing. #TeamHYPA was made up of runners and walkers from across the organisation, along with SYC stakeholders and supporters. Additionally, 12 tenants from HYPAs Housing were funded through supporters of the event so that they could also join the team.

These young people living in HYPAs Housing were thrilled to be able to support a fundraising event that assists current and future HYPAs Housing tenants.

Participants were rewarded with a hearty barbecue and a well earned rest at the #TeamHYPA village site at Wigley Reserve in Glenelg after they finished their walk or run. The Gourmet Sausage Shop at the Adelaide Central Markets kindly donated sausages for the barbecue, a contribution everyone really appreciated on the day.

The event not only raised funds to support HYPAs Housing, but also allowed HYPAs tenants to participate. Funds raised were put towards purchasing essential items for tenants such as light bulbs, heaters and staple pantry items.

Thank you to everyone who created an EveryDay Hero account and raised money and a special mention to Job Prospects Manager Dimitri Thoma who took out the number one fundraising spot, generating \$655 in donations. What a great effort!



Participants from the Sunday Mail City-Bay.



HYPA BOILEAU GALA QUIZ NIGHT

 **45k**

Total amount raised on the night.

 **100%**

Proceeds from the night will be put towards supporting young people through our affordable living programme, HYPA Housing

The annual HYPA Boileau Gala Quiz Night was held on Friday March 18 and it was another big event, with almost 500 people attending.

This year the event adopted a gala theme and returned to the Entertainment Centre where local media identity Michael Smyth was on hand to host the event. Guests enjoyed a delicious three course meal, accompanied by a selection of d'Arenberg wines, while raising much needed funds to help more young people to stand on their own #TwoFeet.

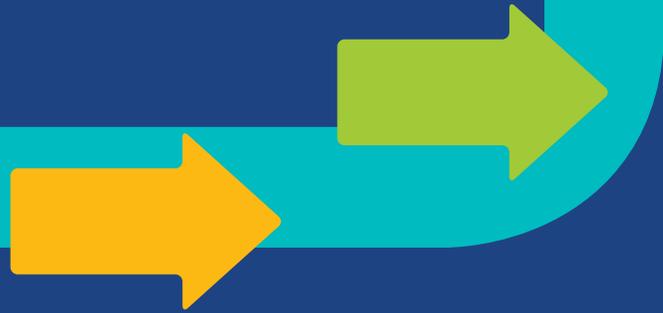
Together guests raised over \$45,000 and 100 per cent of the proceeds from the night are being put towards supporting young people through our affordable living programme, HYPA Housing. HYPA Housing provides young people with the security and stability of a safe home at an affordable rent, enabling them to focus on work or study that will pave the way for an independent and self sufficient life into the future.

 **480**

Attendees to the 2016 HYPA Boileau Gala Quiz Night.



Guests from the HYPA Boileau Gala Quiz Night.



Thanks to the generous funding of property development leader, Commercial and General (C&G), HYPA was able to deliver a series of street and contemporary art workshops, which were open to all young people accessing HYPA services. Completely funded by C&G, it was also supported by local Adelaide artist Donovan Christie facilitating the workshops and acting as mentor.

On 15 September C&G then hosted a pop-up art exhibition in Adelaide's CBD to display and offer for auction the artworks created in the workshops by the young people involved.

Art and art therapy are utilised as both an engagement process with clients as well as allowing clients to be expressive of barriers they are dealing with in life, helping them to acknowledge and deal with these barriers.

Additionally, the young artists were able to use their pieces to give back to HYPA through the sale of their work at the exhibition, with 50 per cent of the sale going directly to the artist, and the other 50 per cent being put towards HYPA's transitional housing programme, HYPA Housing.

Sincere thanks to the team at C&G, in particular to CEO Jamie McClurg, who showed such enthusiasm for developing the art workshops and the exhibition. Mr McClurg created a wonderful surprise for the artists when he announced at the launch of the exhibition, that one of the pieces of artwork would go on to be exhibited in a New York gallery.

C&G CONTEMPORARY ART PROGRAMME



- Proceeds going directly to the artist
- Proceeds being put towards HYPA Housing.



Funded by C&G





IT IS THROUGH THE GENEROUS EFFORTS OF SYC SUPPORTERS AND DONORS, THAT SYC CAN HAVE GREATER REACH AND IMPACT ON THE LIVES OF AUSTRALIANS WHO HAVE EXPERIENCED DISADVANTAGE IN THEIR LIVES.

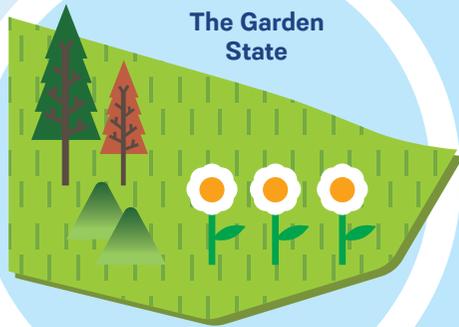
Footprint, Reach & Impact





The Festival State

- | | | | | | |
|------------------|-------------------|-----------------|-----------------|----------------|-----------------|
| INNER | ● Adelaide | ● Salisbury | WEST | ● Gawler | ● Murray Bridge |
| NORTH | ● Blair Athol | ● Smithfield | ● Port Adelaide | ● Goolwa | ● Naracoorte |
| ● Elizabeth | EAST | ● Seaton | ● Kingscote | ● Narrung | |
| ● Elizabeth East | ● Modbury | ● Torrensville | ● Kingston SE | ● Pinnaroo | |
| ● Golden Grove | SOUTH | ● Westwood | ● Lameroo | ● Port Augusta | |
| ● Mawson Lakes | ● Christies Beach | ● Woodville | ● Loxton | ● Renmark | |
| ● Munno Para | ● Glenelg | REGIONAL | ● Millicent | ● Two Wells | |
| | ● Marion | ● Berri | ● Mount Barker | ● Waikerie | |
| | ● Pasadena | ● Bordertown | ● Mount Gambier | | |



The Garden State

- | | | | | | |
|---------------|-----------------|----------------|-------------------|----------------|-----------------|
| INNER | ● Footscray | ● Preston | SOUTH-EAST | WEST | REGIONAL |
| ● Prahran | ● Sunbury | ● Chadstone | ● Airport West | ● Gisborne | |
| ● Southbank | EAST | ● Cheltenham | ● Altona Meadows | ● Romsey | |
| NORTH | ● Box Hill | ● Cranbourne | ● Melton | ● Healesville | |
| ● Craigieburn | ● Glen Waverley | ● Dandenong | ● Moonee Ponds | ● Warburton | |
| ● Epping | ● Lilydale | ● Frankston | ● Sunshine | ● Hastings | |
| ● Heidelberg | ● Ringwood | ● Narre Warren | ● Watergardens | ● Mornington | |
| | ● Wantirna | ● Pakenham | ● Werribee | ● Rosebud West | |
| | | ● Springvale | | ● Whittlesea | |

Board Meetings & Committees

SCHEDULE OF BOARD MEETINGS 2015

Board Meeting Date & Time	Present	Apologies
Tuesday, 28 Jul 8.00 am	Mr David Hallett (Chairperson), Ms Arabella Branson, Mr Paul Di Iulio, Mr David Grant, Ms Catherine Schultz, Mr Patrick Tapper, Mr Paul Edginton	Nil
Tuesday, 25 Aug 8.00 am	Mr David Hallett (Chairperson), Ms Arabella Branson, Mr David Grant, Ms Catherine Schultz, Mr Patrick Tapper	Mr Paul Di Iulio, Mr Paul Edginton
Tuesday, 29 Sep 8.00 am	Mr David Hallett (Chairperson), Ms Arabella Branson, Mr Paul Di Iulio, Mr David Grant, Ms Catherine Schultz, Mr Patrick Tapper, Mr Paul Edginton	Nil
Tuesday, 27 Oct 8.00 am	Mr David Hallett (Chairperson), Ms Arabella Branson, Mr David Grant, Ms Catherine Schultz, Mr Patrick Tapper, Mr Paul Edginton	Mr Paul Di Iulio
Tuesday, 24 Nov 8.00 am AGM and Board Meeting	Mr David Hallett (Chairperson), Ms Arabella Branson, Mr Paul Di Iulio, Mr David Grant, Ms Catherine Schultz, Mr Patrick Tapper, Mr Paul Edginton	Nil
Friday, 22 Jan 8.00 am	Mr David Hallett (Chairperson), Ms Arabella Branson, Mr Paul Di Iulio, Mr David Grant, Ms Catherine Schultz, Mr Patrick Tapper, Mr Paul Edginton	Nil
Wednesday, 2 Mar 8.00 am	Mr David Hallett (Chairperson), Ms Arabella Branson, Mr David Grant, Ms Catherine Schultz, Mr Patrick Tapper, Mr Paul Edginton	Mr Paul Di Iulio
Tuesday, 29 Mar 8.00 am	Mr David Hallett (Chairperson), Ms Arabella Branson, Mr Paul Di Iulio, Mr David Grant, Ms Catherine Schultz, Mr Patrick Tapper, Mr Paul Edginton	Nil
Tuesday, 26 Apr 8.00 am	Mr David Hallett (Chairperson), Ms Arabella Branson, Mr Paul Di Iulio, Mr David Grant, Ms Catherine Schultz, Mr Patrick Tapper, Mr Paul Edginton	Nil
Tuesday, 31 May 8.00 am	Mr David Hallett (Chairperson), Ms Arabella Branson, Mr Paul Di Iulio, Mr David Grant, Ms Catherine Schultz, Mr Paul Edginton	Mr Patrick Tapper
Tuesday, 28 Jun 8.00 am	Mr Patrick Tapper (Chairperson), Ms Arabella Branson, Mr Paul Di Iulio, Mr David Grant, Ms Catherine Schultz, Mr Paul Edginton	Mr David Hallett

COMMITTEES

Committee	Chairperson
Finance, Audit and Risk	Ms Catherine Schultz
Governance	Ms Arabella Branson
Growth & Assets	Ms Catherine Schultz
Digital Transformation	Mr Patrick Tapper
Fundraising	Mr Kieran Purcell (to 2015) Mr Alan Tudorovic (from 2015)



QUALIFICATIONS

Surname	Position	Period served as Director (to 30/06/16)	Qualifications
Mr David Hallett	Chairperson	January 2006 to present (10 years)	B.Bus., (Marketing), FAICD, FAMI, CPM, FAIM, CPMg
Ms Arabella Branson	Board Member	May 2007 to present (9 years)	LLB, BComm, GAICD
Mr David Grant	Board Member	April 1995 to present (21 years)	Grad Dip. OHM, Dip OHSM, Dip M.P. (AIM-SA), CPM.SIA, MAICD
Ms Catherine Schultz	Board Member	March 2012 to present (4 years)	MBA, BA Accounting, FCA, FAICD
Mr Patrick Tapper	Board Member	January 2011 to present (5 years)	FAICD
Mr Paul Di Iulio	Board Member	March 2011 to present (5 years)	B.Eng. (Civ) Hons, Grad.Dip.Mun, Eng., Dip, Mgmt, MAICD
Mr Paul Edginton	CEO Board Member Secretary & Public Officer	October 2005 to present (10 years)	BA Comms, FAICD, CDC Dip

SYC Board Members



David Hallett
Chairperson

COMMERCIAL EXPERIENCE IN AUSTRALIA & ABROAD

2006
Joined SYC Board

EXPERTISE IN:

- Management
- Governance
- Marketing
- Property Development

In addition to his role with SYC, Mr Hallett is

EXECUTIVE DIRECTOR OF
Hallett & Co Pty Ltd, Hallett Consulting, Halland Investments Pty Ltd and Meatballs & Co Pty Ltd

PRINCIPAL CONSULTANT TO
Halation Agency Pty Ltd.



Arabella Branson
Board Member

SINCE 2000

Practised Commercial Transactional & Advisory law

9 years at a specialist SA corporate & commercial law firm

2007
Joined SYC Board

CHAIRPERSON OF
Governance Committee

MEMBER OF
Law Society of South Australia
Finance, Audit & Risk Committee

She has now established her own commercial advisory legal practice.



Paul Edginton
CEO & Board Member

Joined SYC **2002**
as General Manager of Training Prospects

CEO SINCE 2004
leading SYC's transformation into one of Australia's most innovative not-for-profit organisations

EXPERTISE IN:

- Establishing & developing businesses
- Corporate strategy & governance
- Consulting & delivering effective business improvement strategies

A SOUGHT AFTER CONTRIBUTOR TO POLICY DEVELOPMENT AT STATE AND NATIONAL LEVEL

Board member of White Ribbon Australia since 2014

INVITED TO JOIN
Australian Government's Vocational Education and Training (VET) Advisory Board in 2015



David Grant

Board Member

EXPERTISE IN:

- Occupational health, safety & welfare
- Human resources
- Injury management
- Workers compensation

PREVIOUSLY...
HEALTH, SAFETY & ENVIRONMENT
MANAGER WITH ENSIGN
INTERNATIONAL ENERGY
SERVICES
15 YEARS

Led a team extending throughout

- ▶ AUSTRALASIA
- ▶ AFRICA
- ▶ MIDDLE EAST

BOARD MEMBER SINCE

1995

MEMBER OF

Governance and Growth & Asset Committees of the Board and Executive Safety Committee



Catherine Schultz

Board Member

JOINED BOARD IN
2012

30 YEARS' EXPERIENCE IN THE SERVICES INDUSTRY

15 YEARS
WORKING AT THE EXECUTIVE, CEO & BOARD LEVEL

MEMBER OF

Digital Transformation Committee

TREASURER OF THE BOARD

CURRENTLY:

- Runs her own Management Consultancy business
- Director of Goodwood & Highgate Community Financial Services Ltd
- Chairperson of Adelaide Cemeteries Authority (ACA) Board

CHAIRPERSON OF

Finance, Audit & Risk Committee
Growth & Assets Committee



SYC Board Members



Patrick Tapper
Board Member

CURRENTLY SERVES:

 As Non-Executive Director of ASX-listed company Silver Chef Limited

 As Non-Executive Director of ASX-listed Redflow Limited

 On the board of Acurus Pty Ltd

OVER 25 YEARS
EXPERIENCE IN THE
**TELECOMMUNICATIONS,
TECHNOLOGY, MEDIA, AND
ENTERTAINMENT
INDUSTRIES**

Previously

**EXECUTIVE DIRECTOR & CEO
OF NATIONAL BROADBAND
COMPANY, INTERNODE**

BOARD MEMBER SINCE

2011

CHAIRPERSON OF

Digital Transformation Committee
Member of Finance, Audit & Risk Committee
Growth & Assets Committee



Paul Di Iulio
Board Member

**EXTENSIVE EXPERIENCE IN EXECUTIVE
MANAGEMENT & LEADERSHIP**

Career in local government



Background in civil engineering

**25 YEARS AT CAMPBELLTOWN CITY
COUNCIL WHERE HE IS PRESENTLY CEO**

Director Swan Gourmet Catering

President Norwood Football Club

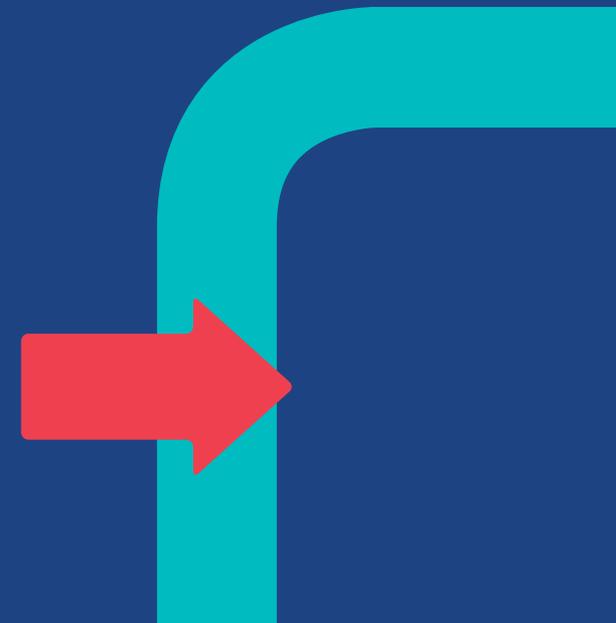
Deputy Chair Eastwaste

BOARD MEMBER SINCE

2011

MEMBER OF

Growth & Assets, Digital Transformation and Fundraising Committees



Executive Management



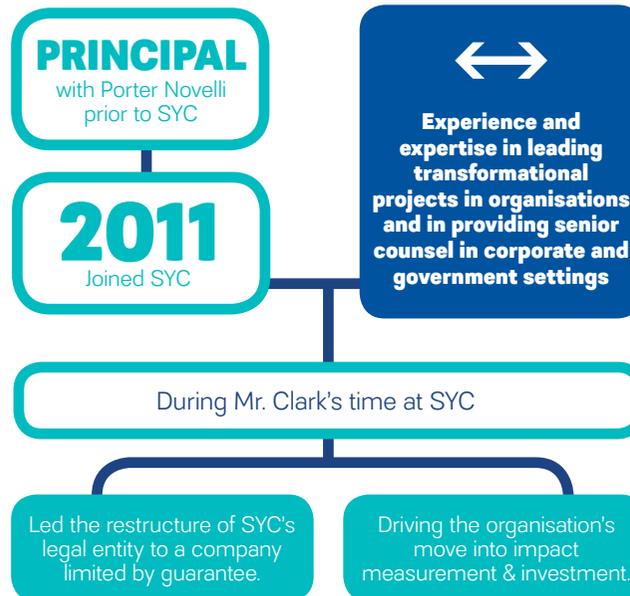
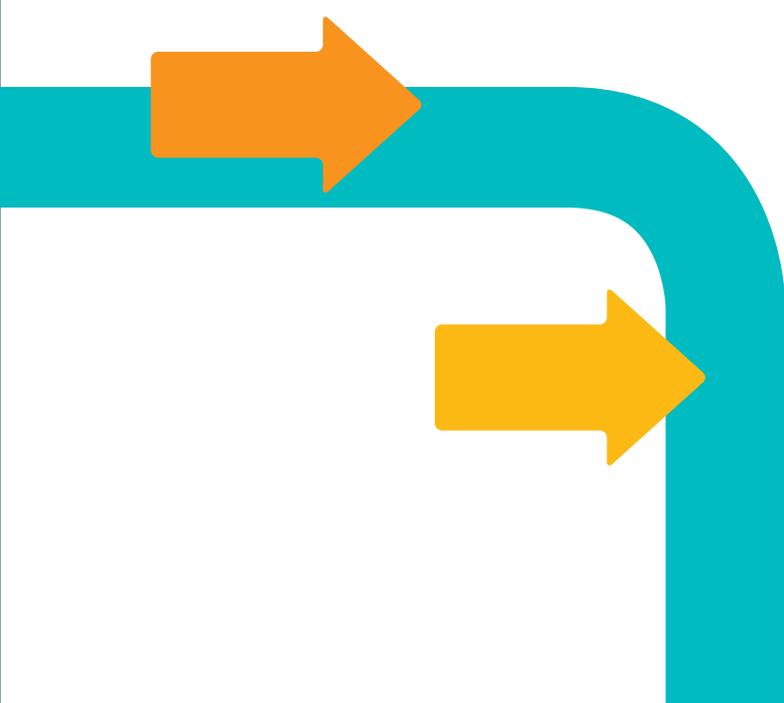
Paul Edginton
Chief Executive Officer



Michael Clark
Director of Corporate Strategy



Ruth Gillies
Director of People and Culture



DIRECTOR
People & Culture
SINCE 2009

Ms Gillies' areas of professional expertise include:

- Remuneration strategy
- Strategic people systems development
- Organisational review
- The people elements of mergers and acquisitions

EXPERIENCE IN EXECUTIVE MANAGEMENT



Private sector



Not-for-profit sector

MANAGED VARIED PORTFOLIOS ACROSS A RANGE OF SECTORS

Manufacturing, storage and handling, commodity trading, commercial building, insurance, retailing and disability services

Executive Management



David Furniss
Director of Operations

OVER 20 YEARS EXPERIENCE



Working in employment & training



In the public & private sectors

2007

Joined SYC as the General Manager of Job Prospects after migrating from the UK

Previously

RAN OWN BUSINESS SPECIALISING IN CAMPAIGN MANAGEMENT OF CAPITAL DEVELOPMENT PROJECTS FOR NOT-FOR-PROFIT ORGANISATIONS

NOW

LEADS OPERATIONS
Training Prospects & Job Prospects



Mr Furniss is a Graduate of the Australian Institute of Company Directors



Simon Matthews
Director of Finance

JOINED SYC IN 2006

Previously working in roles including:

2006

Financial Manager

2008

Chief Financial Officer

2012

Left SYC

2015

Director of Finance

STARTED HIS CAREER IN ACCOUNTING FIRMS BEFORE CHANGING TO COMMERCIAL FINANCE ROLES



Experience in delivering strategic financial advice



Has worked in senior financial roles in the not-for-profit sector



Is a Fellow Certified Practising Accountant



HOLDS A BACHELOR OF COMMERCE FROM THE UNIVERSITY OF SA



Liz O'Connell
General Manager, HYPA

WORKED
with SYC
SINCE 2005



Plays a key role in the development and practice of a number of HYPA's key initiatives

Previously working in roles including:

Case management on FLO (Flexible Learning Options)

Heading up the Youth Justice team

Ultimately becoming a senior manager with responsibility for the Wellbeing, Learning and Working focus areas

APPOINTED AS GENERAL MANAGER

2015

Organisational Structure



Paul Edginton
Chief Executive Officer



Michael Clark
Director of Corporate Strategy

Communications
Technology
Partnerships
Fundraising
Development
Evaluation & Analysis



David Furniss
Director of Operations

Job Prospects
Training Prospects



Ruth Gillies
Director of People and Culture

Human Resources
Industrial Relations
Payroll
Health and Safety
Quality
Risk
Property and Assets



Simon Matthews
Director of Finance

Finance



Liz O'Connell
General Manager, HYPA

HYPA

Financials

STATEMENT OF COMPREHENSIVE INCOME

	2016 (\$)	2015 (\$)
Revenue	62,266,640	51,383,263
Depreciation and amortisation expense	(1,473,594)	(1,533,550)
Operating lease expense	(4,881,716)	(3,539,266)
Other expenses	(21,006,564)	(16,542,983)
Finance costs	(68,887)	(18,811)
Employee benefits expense	(37,637,527)	(28,974,325)
Other gains and losses	20,588	(480,404)
Operating surplus (deficit) before income tax	(2,781,060)	293,924
Income tax expense	-	-
Operating surplus (deficit) after income tax	(2,781,060)	293,924
Other comprehensive income (expense) after income tax		
Decrease from asset revaluation	-	(592,096)
Total comprehensive income for the year	(2,781,060)	(298,172)



STATEMENT OF FINANCIAL POSITION

	2016 (\$)	2015 (\$)		2016 (\$)	2015 (\$)
ASSETS			LIABILITIES		
CURRENT ASSETS			CURRENT LIABILITIES		
Cash and cash equivalents	4,056,357	8,968,510	Trade and other payables	3,074,363	3,971,905
Trade and other receivables	3,838,934	1,527,530	Provisions	2,462,452	1,996,940
Other current assets	825,776	833,881	Borrowings	655,870	-
Other financial assets	1,368,410	1,147,822	Grants received in advance	552,606	452,807
TOTAL CURRENT ASSETS	10,089,477	12,477,743	TOTAL CURRENT LIABILITIES	6,745,291	6,421,652
NON CURRENT ASSETS			NON CURRENT LIABILITIES		
Property, plant and equipment	15,208,877	14,104,739	Provisions	2,661,366	2,402,450
TOTAL NON-CURRENT ASSETS	15,208,877	14,104,739	Borrowings	914,377	-
TOTAL ASSETS	25,298,354	26,582,482	TOTAL NON CURRENT LIABILITIES	3,575,743	2,402,450
			TOTAL LIABILITIES	10,321,034	8,824,102
			NET ASSETS	14,977,320	17,758,380
			EQUITY		
			Retained earnings	14,977,320	17,758,380
			TOTAL EQUITY	14,977,320	17,758,380

Financials

STATEMENT OF CHANGES IN EQUITY

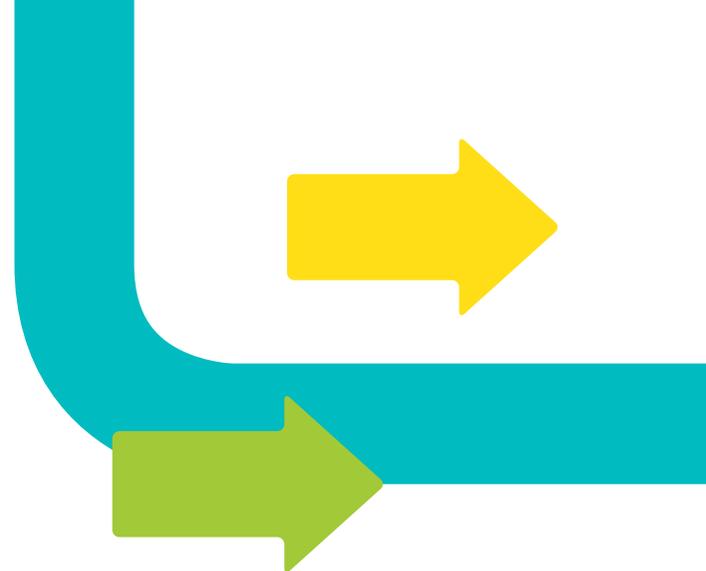
	Retained Earnings (\$)	Asset Revaluation Reserve (\$)	Total (\$)
Balance at 1 July 2014	17,464,456	592,096	18,056,552
Comprehensive Income			
Operating Surplus (deficit)	293,924	-	293,924
Other comprehensive income (expense) for the year	-	(592,096)	(592,096)
Total comprehensive income (loss)	293,924	(592,096)	(298,172)
Balance at 30 June 2015	17,758,380	-	17,758,380
Comprehensive Income			
Operating Surplus	(2,781,060)	-	(2,781,060)
Other comprehensive income (expense) for the year	-	-	-
Total comprehensive income	(2,781,060)	-	(2,781,060)
Balance at 30 June 2016	17,758,380	-	14,977,320

Review of governing rules and compliance - Tax Ruling TR 2015/1

The SYC Governance Committee reviewed a Paper prepared by management in relation to the tax ruling. The paper notes SYC's compliance with its Governing Rules. The Committee resolved that SYC has satisfied the relevant criteria and therefore complies with TR 2015/1: Income Tax: special conditions for various entities whose ordinary and statutory income is exempt.

Specifically, the Directors confirm that for FY2015-16 SYC Limited has complied with all of the substantive provisions of the governing rules of the Company and that all income and assets have been applied solely for the purpose for which the Company is established.

STATEMENT OF CASH FLOWS



	2016 (\$)	2015 (\$)
CASH FLOWS FROM OPERATING ACTIVITIES		
Operating receipts	67,579,755	54,743,735
Donations received	385,410	395,634
Payments to suppliers and employees	(71,809,569)	(51,711,012)
Interest received	151,255	356,785
Receipt from members	-	-
Net cash provided by operating activities	(3,693,149)	3,785,142
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of land and buildings	-	-
Investment fund	(200,000)	-
Proceeds on sale of property, plant and equipment	-	-
Purchase of property, plant and equipment	(2,589,251)	(4,732,677)
Net cash used in investing activities	(2,789,251)	(4,732,677)

	2016 (\$)	2015 (\$)
CASH FLOWS FROM FINANCING ACTIVITIES		
Proceeds of Borrowings	2,000,000	-
Repayments of Borrowings	(429,753)	-
Net cash used in financing activities	1,570,247	-
Net increase / (decrease) in cash held	(4,912,153)	(947,535)
Cash and cash equivalents at beginning of financial year	8,968,510	9,916,045
Cash and cash equivalents at end of financial year	4,056,357	8,968,510

These financial statements form part of the General Purpose Financial Report for the Year Ended 30 June 2016. Please contact the SYC Corporate Strategy Team, communication@sync.net.au for a copy of the full report.

Directors' Declaration

DIRECTORS' DECLARATION FOR THE YEAR ENDED 30 JUNE 2016

SYC Ltd

ABN: 27 167 737 144

In the opinion of the directors, we state the 2015/2016 General Purpose Financial Report:

1. Presents a true and fair view of the financial position and performance of SYC Ltd in accordance with the Australian Accounting Standards and the Corporations Act 2001;
2. There are reasonable grounds to believe that SYC Ltd will be able to pay its debts when they become due and payable.

The declaration is made in accordance with a resolution of the directors of SYC Ltd pursuant to section 295(5) of the Corporations Act 2001.

Chairperson


Mr David Hallett

Director


Ms Catherine Schultz

Dated this 25th day of October 2016





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SYC Adelaide Office
135-139 Currie Street, Adelaide SA 5000
www.syc.net.au

T: 08 8405 8500
F: 08 8231 7551