

ANNUAL REPORT 2023



Atwea College



The Waterlily is the symbol for Atwea College.

A Waterlily is a very unique flower - it is strong, and beautiful in its simple geometric design. A Waterlily will grow to accommodate whatever size vessel it is planted in – it will keep on growing until it's reached its full potential.

To this end, the waterlily is representative of our students, and the pot is the size of the opportunity provided to them by their learning experiences.

Without water, a Waterlily doesn't have the strength to grow towards the sunlight on its own. Atwea and the community of support we give our students is much like the water that holds up a waterlily. We are there to assist and support the learner to reach their full potential. We surround and nurture the learner to grow and develop ever upward with strength.

Atwea College would like to acknowledge the traditional custodians of the land on which we live, work and learn.

We wish to acknowledge and show our respect to the elders, past and present for their deep culture and the contributions they make to the life of our community.

Atwea is committed to fostering and advancing inclusion and welcomes and celebrates the strength this diversity brings us. We welcome people from all backgrounds, cultures, genders, ages, abilities and orientations to help unlock our potential.

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Our Locations

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About Us

Atwea College (formerly WEA) was established more than 100 years ago as a way of providing education to blue-collar workers. Today, these humble beginnings remain a proud and fundamental part of our legacy, but we have become so much more. The organisation is the fifth-largest provider of community-based education in NSW, offering a diverse range of secondary and vocational education to thousands of students across the state.

Secondary education is provided under the banner of Alesco Secondary College, an accredited non-government independent school where student learning and wellbeing share equal importance. Each of our seven campuses has staff dedicated to student wellbeing and learning as well as a highly skilled teaching team.

Alesco offers a clear and simplified class timetable, including a compressed HSC delivery model, allowing our staff to engage in innovative teaching practices and our students to enjoy a suitably-paced learning experience.

Atwea College makes a substantial contribution not just to the local economy but more importantly to the wellbeing of individuals within the community. Be it through skill enhancement, personal development, or increased self-esteem, Atwea's objective of being a conduit through which individuals unlock their potential is being realised every day. We hope that by contributing to the development of individuals, Atwea in turn allows those individuals to contribute fully to their community and society in general.

Atwea is accredited by the Australian Skills Quality Authority (ASQA) as a Registered Training Organisation (RTO), and is a registered charity with the Australian Government's Australian Charities and Not-for-profit Commission (ACNC).

A Board of Directors is elected annually with responsibility for policy decisions and overseeing the direction and operation of the organisation.

Our Vision

is to provide quality and accessible learning opportunities that enhance people's lives and unlocks their potential.

Our Mission

is to continuously improve our services in accordance with our values to respond to learners' needs.

Our Values

Integrity

We demonstrate a consistent and uncompromising commitment to the highest personal, professional and ethical standards.

Inclusion

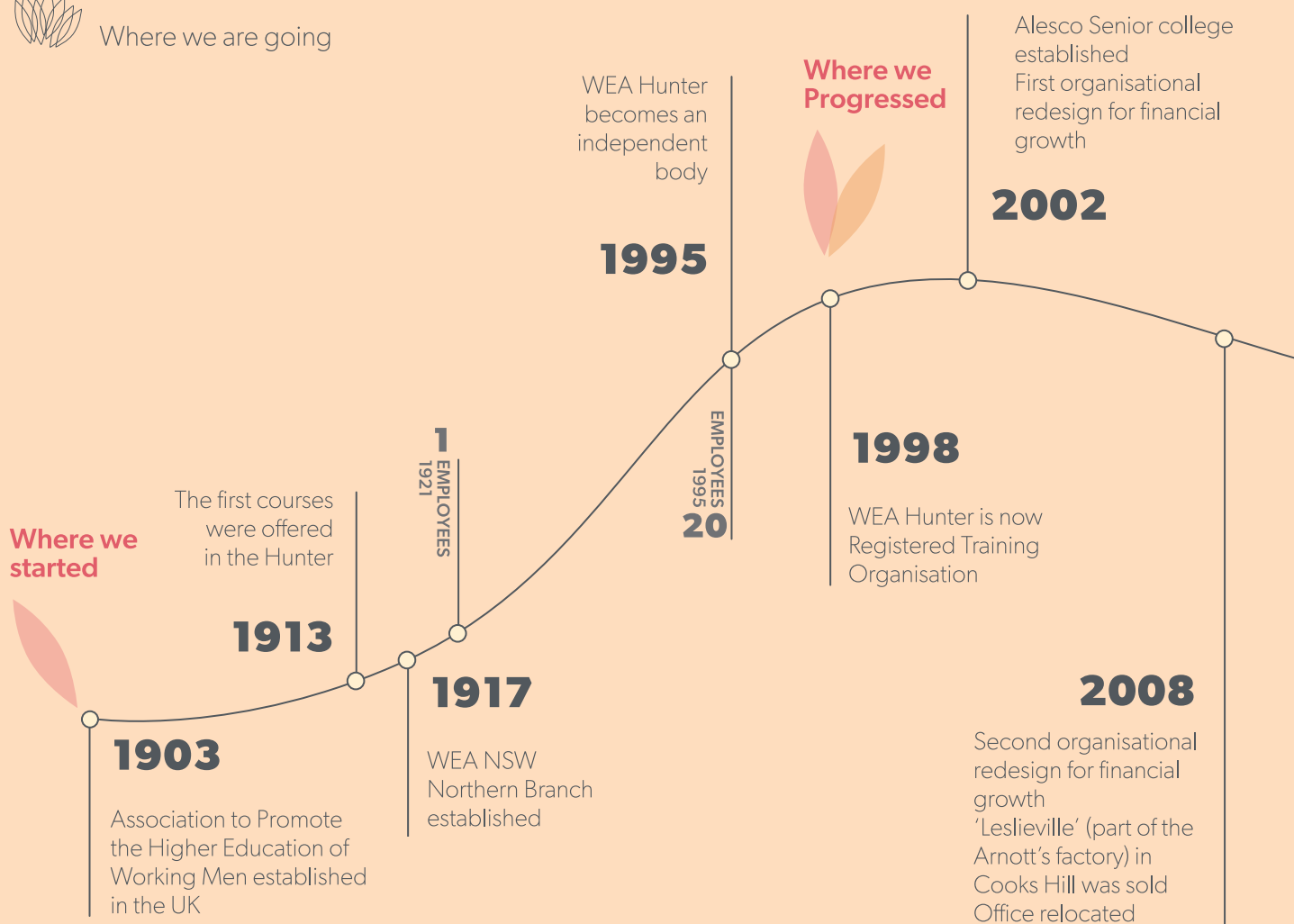
We strive to create an environment where a diverse range of people can access opportunities and be valued. We intentionally design strategies for the active engagement of all, especially those who may need support for their successful involvement.

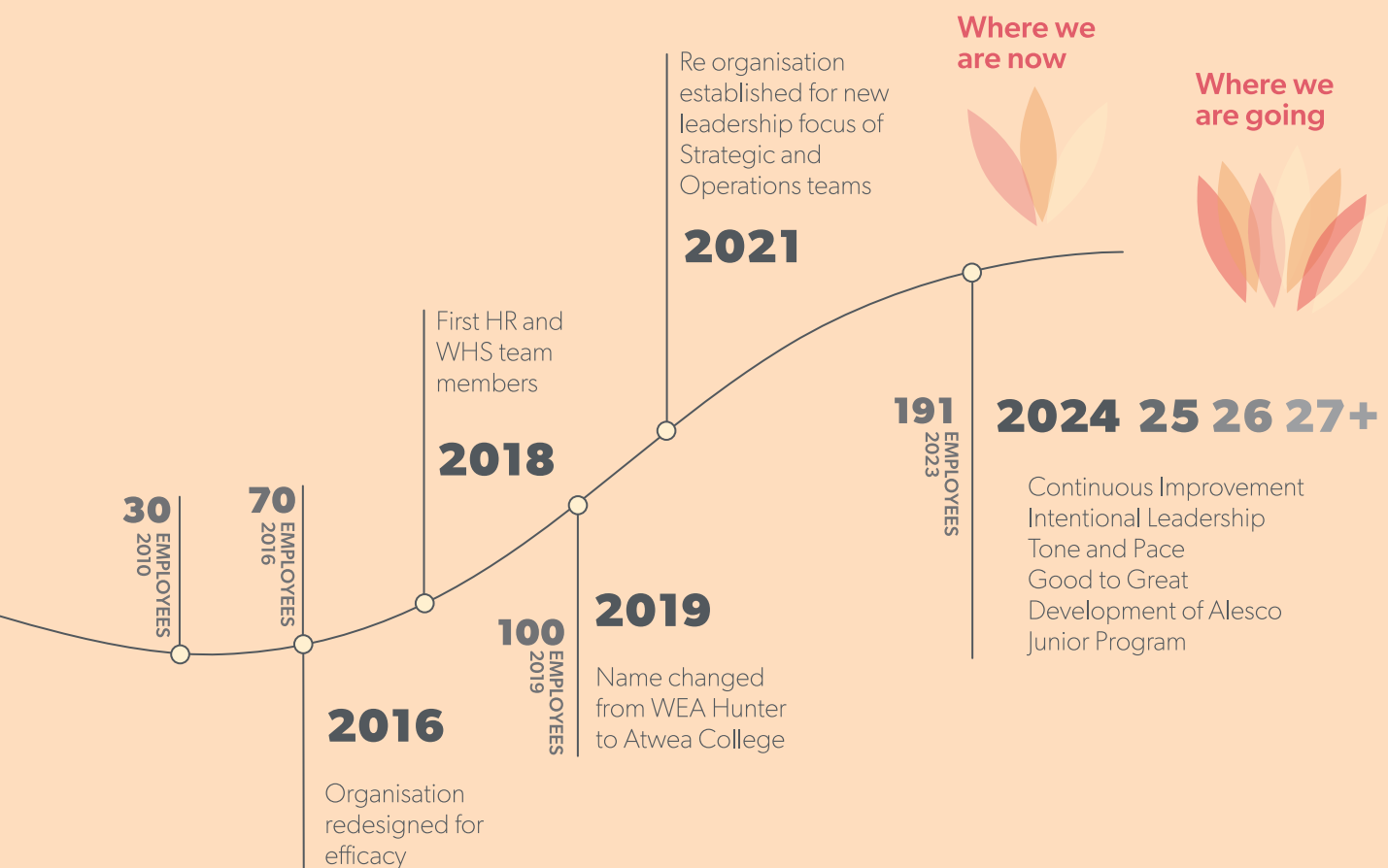
Innovation

We embrace new ideas and are open to moving forward with a positive curiosity to the possibilities. We challenge ourselves to continually improve and positively influence the things that can be achieved.

Our Evolution

-  Where we started
-  Where we progressed
-  Where we are now
-  Where we are going





Board of Directors

Our Board of Directors provide independent oversight, counsel and decision-making support to the Strategic Leadership Team.

The Board meets at least six times annually and members also provide expertise to advisory committees in the areas of Education, Finance & Audit, and People & Culture.



Jane McConville
Chairperson

Jane joined the Atwea College Board of Directors in 2019 and stepped into the role of Chairperson in 2023. She currently sits on the Executive Committee and the People and Culture Advisory Committee. Jane brings over 20 years of experience working across large national Not-For-Profits, education and consulting firms and holds qualifications in law, environmental science and governance. In 2017 she launched her Newcastle-based Professional Services firm, FiveSeven Consulting where she works alongside some of the state's largest employers supporting their people and culture functions. Jane is passionate about the positive impact education can have for our youth and communities, and the importance of both accessibility and diversity of the services available.



David Larkman
Deputy Chairperson

David joined the Atwea Board of Directors in 2020, becoming Deputy Chairperson in 2023. He sits on the Executive Committee and the Finance and Audit Advisory Committee. He brings expertise in driving operational efficiencies, leading significant system transformations, steering high-performing teams while promoting a balanced approach to work and life. David is deeply committed to expanding access to learning opportunities and empowering others to achieve their educational and vocational aspirations.



Pru Killick

Pru joined the Atwea Board of Directors in June 2023 and currently sits on the People and Culture Advisory Committee. Pru brings over 18 years of experience in HR strategy, learning and development, service operations, compliance, and Governance. She is currently the People and Culture Strategic Partnership Manager with the City of Newcastle supporting and enabling the HR and IR teams within the council to deliver operational excellence.



Darrell Evans

Darrell joined the Atwea Board of Directors in June 2023. As a former Deputy Vice-Chancellor (Academic) and Pro Vice-Chancellor (Learning and Teaching) in universities, he is passionate about the transformative power of education and its promise for future generations. He is the founder of globalDARBE (Consulting and Training) and an academic by background. Darrell is currently an honorary professor at The University of Newcastle and Adjunct Professor at Monash University.



Gillian Malcolm

Gillian brings significant experience in risk management and business continuity from her roles working for Coal Mining Industry (Long Service Leave) Funding Corporation, Westpac, and Defence Housing Australia. As General Manager Risk, Governance and Assurance for Coal Mining Industry (Long Service Leave) Funding Corporation, she is passionate about embedding sound risk management practices in decision making and supporting the business achieve its strategic objectives. Gillian holds a Bachelor of Commerce from the University of Newcastle, is a Certified Internal Auditor, Certified Practising Accountant, Professional Member of the Institute of Internal Auditors and holds a Master of Business Administration. Gillian is passionate about helping people in the community as evident with her volunteer work with Meals on Wheels and she brings this passion and commitment to her role at Atwea.



Chris Seysener

Chris joined the Atwea Board of Directors in 2016 and served as Chairperson from 2018 to 2022 inclusively. He currently sits on the Executive Committee. Chris brings 20 years of experience across several areas including service delivery, program governance, commercial and fiscal management, and organisational change. Committed to contributing to the Newcastle community, Chris believes everyone has the right to a good education and that lifelong learning enables people to develop to their full potential, lead happy and fulfilling lives and better adapt to inevitable change.



Peter Collins

Peter lends his experience in coaching, industrial relations and working with councils and schools to the Atwea Board of Directors. Peter has over 26 years experience as an HR operations practitioner, working with both large and small organisations in HR training and education. He is currently HR consultant with Hunter New England Health.

Peter resigned from the Board in December 2023.



Cass Phillpott

Cass joined the Atwea College Board of Directors in 2022 and currently sits on the Finance and Audit Subcommittee. She has over 15 years of experience across a range of industries including mining, local government, and education. Cass has a sound knowledge and understanding of the not-for-profit sector including the finance, commercial and governance requirements of non-government schools. She is passionate about people, education and making a positive contribution towards empowering students to receive quality education and thrive in a safe learning environment where they can achieve their full potential.



Seamus Fagan

Seamus is an honorary Associate Professor at the University of Newcastle and former Director of the English Language Foundation Studies Centre which hosted the largest enabling program for students in Australia. Seamus is committed to ensuring education is for all, and firmly believes that all people have untapped capabilities.

Committees

Atwea College draws on the expertise and advice of three advisory committees that meet throughout the year to guide the organisation. The Finance and Audit Advisory Committee and People and Culture Advisory Committee consist of members of the Board of Directors.

The Educational Integrity Advisory Committee is made up of Board members together with other experts. The 2023 Advisory Committee members included Ms Donna Hensley, Mr Greg Preston and Ms Sharon Cooper.

Emerging Director Program

In 2023 we welcomed La Toya Pinner to the Board as a participant in the Emerging Director Program. La Toya has many years' experience working in Aboriginal and Torres Strait Islander affairs within public and private sector organisations.



Our People

Aisha Choudhari

Senior People and Culture Business Partner

In the heart of Atwea College, lies a vibrant tapestry of individuals whose dedication, passion, and resilience shape our community's fabric.

We recognise that our people are a fundamental resource that supports us in achieving our strategic and business-as-usual goals. By working collaboratively and partnering with our business leaders we have been able to successfully manage the employee life cycle from recruiting, hiring, onboarding, training, and retaining high-calibre employees.

Our teams are the driving force behind our students' achievements. Through their unwavering dedication and innovative teaching methods, we've witnessed remarkable transformations in our classrooms - increased academic performance, overall improvements in wellbeing, fostering a love for learning, and successful student pathway outcomes including employment and further studies at the tertiary level. Our team's commitment to student success continues to be the driver of our mission and these success stories.

Inclusivity is not just a core value we uphold; it's a practice we live by every day. Our efforts to promote diversity and create a welcoming environment have led to tangible results. We've seen an increase in the volume of candidates applying for roles, both internally and externally. Current employees are looking to build their careers with us, and external candidates are applying after hearing about the success stories from our students and teachers who love our educational model. The calibre of talent we are attracting has seen us welcome a wide range of experience and skill throughout the organisation from event planners, graphic designers, highly skilled case workers, and teachers with backgrounds as ecologists/scientists, lecturers, and the list goes on. The People and Culture team has invested in improving our recruitment strategies and onboarding experience with a 95% satisfaction rate in the overall experience during the recruitment and onboarding process across 2023. This is a phenomenal result in a highly challenging and competitive market.

Valuing diversity shapes every aspect of our organisation and the communities we support. With a workforce of 191 employees composed of 73% female, 20%

male, and 7% unspecified individuals, we proudly embrace the array of backgrounds, experiences, and perspectives that each member brings to the table. Our commitment to diversity extends beyond mere statistics; it is part of our culture, driving us to create an environment where every voice is heard, respected, and valued. Our employees embody this ethos, serving as role models for our students in demonstrating the power of diversity in action.

2023 was a year where we invested heavily in the growth and development of our leaders through our Intentional Leadership Program, offering a tailored training program designed to grow leadership capacity through monthly training and mentorship opportunities. This aligned with our 'Good to Great' journey in recognising the growth and development of our organisation and our people hand-in-hand. This further extended to our employees as we continued with roadshows in developing emotional intelligence and resilience on the back of some uncertain years through the pandemic. This approach ensured that we invested in building the capacity of our people to continue to be adaptable and agile as we grow and evolve.

Our Employee Engagement Survey generated valuable feedback that will shape our future initiatives in our continuous improvement journey to create an even more engaging and thriving workplace. The survey highlighted that our employees recognise that we have the right people in the right roles through dedicated, supportive, and passionate staff. We have improved in collaboration and communication across the organisation ensuring that what we do is aligned with our values of integrity, innovation, and inclusion.

Atwea continued to streamline and automate processes to ensure that we are set for the future and able to provide the best experience for our people and students. This will continue to be part of our continuous improvement evolution in 2024 and beyond. We are excited about the growth and opportunities for our organisation and our people. Our primary goal is to provide exceptional education and services to our students and communities while upholding our values and capability framework.

Strategic Leadership Team

Rowan Cox

Chief Executive Officer and Acting Principal

Previously serving as the Executive Director since 2016 the role title changed to Chief Executive Officer in 2023. In her tenure with the organisation Rowan has played an enormously influential role in the evolution of Atwea College and the growth of Alesco Secondary College.

Rowan is responsible for setting Atwea's strategic direction and ensuring financial stability and sustainability. She is also tasked with overseeing the delivery of senior secondary and vocational education across Atwea College's seven campuses.

In her earlier years Rowan experienced the good, the bad and the ugly of all education styles and these experiences are a contributing factor in her desire to influence the way education is delivered as well as how it is accessed by students.

Prior to taking on the role of CEO, Rowan spent many years in several positions at Atwea. These included the Manager for VET and Equity, Deputy Director and General Manager. Rowan knows the organisation from the ground up and understands the unique challenges in how a community college such as Atwea is best placed to connect, engage, and serve the local communities in which it operates.

Rowan is passionate about making community-based education accessible to all members of the community without compromising on the quality-of-service provision.



Nicola Bartlett

Adult Community Education Manager

After a career in the military, Nicola pursued her zest for vocational education and training in 2017, joining Atwea College as Senior Education Manager. Nicola has worked in compliance for the energy, community and training sectors and has a Masters in Business Administration, Change Management, International Enterprise and Strategic Human Resource Management.



John Radvan

Operations Manager

With formal education in Management, Science and Law, John developed a strong interest in regulatory compliance over his 20 year tenure with the organisation. He now provides strategic leadership across Compliance, Policy, Facilities Management, Capital Works, Communications, Marketing and IT. John is passionate about the opportunities that Atwea provides to the communities that it serves.



Glen Pearson

Finance Manager

Glen has spent his career working for community based organisations. As the former Chief Financial Officer for the customer-owned The Mutual Bank, Glen brings experience in strategic development, system implementation and corporate governance. He holds a Master in Business Administration and Bachelor of Commerce from the University of Newcastle and is a Certified Practising Accountant.



Theresa Pantalone (Alesco Principal – Development) and Joy Robbins (People Strategy Manager) left the organisation during 2023.

Governance Framework

The Atwea Board of Directors sets and oversees plans and policies for the sound management of Atwea College including the organisation's culture, values, strategic direction, financial performance, operational objectives, remuneration framework and risk governance.



Risk Management Framework



Strategic Plan 2023 - 2025

Goal 1

Enhanced services to current students

- 1.1 The reinforcement that education and wellbeing in balance is a recipe for success in learning outcomes.
- 1.2 Increased partnerships and networks to provide long term success for students.
- 1.3 Providing more innovative and engaging learning opportunities and increase access to diverse learner groups.

Goal 2

Expand services to new students and communities

- 2.1 To provide better access to new students and community groups to the Atwea model of learning.
- 2.2 To increase the income diversity of Atwea.
- 2.3 To grow the model of wellbeing and learning in balance.

Goal 3

Quality staffing and leadership in focus

- 3.1 Employee engagement and value proposition embedded in practice.
- 3.2 Continued development of culture that reflects Integrity, Inclusion and Innovation.
- 3.3 Attract and retain staff aligned to the Atwea model of education.
- 3.4 Increase leadership capability and capacity at all levels of the organisation.

Goal 4

Responsive and sustainable operational delivery

- 4.1 Social, environmental and organisational governance is demonstrated in practice.
- 4.2 Demonstrated relevant and responsive risk management in practice.
- 4.3 The delivery of a positive experience which meets the functional needs of staff and students.
- 4.4 Demonstrated synergy; effectiveness and efficiency, through improved connectivity.

Chairperson's Report

Jane McConville

It is my honour to present the Chairperson's Report for Atwea College for 2023. As we reflect on the past year, we are proud of the strides we have made in advancing our mission and providing quality education to those who need it most.

Mission and Impact: Our commitment to providing accessible and equitable education has remained steadfast. This year, we have continued to make significant strides in reaching marginalised communities and empowering individuals through education. Our programs have touched the lives of hundreds, if not thousands of individuals, creating a positive impact on communities and contributing to the broader goal of fostering education as a catalyst for positive change.

Financial Overview: Let's address the financial aspect transparently. Despite our best efforts, both the RTO and the School experienced challenges that contributed to the position we find ourselves in at 31 December 2023. In the RTO external factors such as changes to funding across the sector, changes in the key indicators for partner stakeholders such as Employment Service Agencies and unforeseen circumstances led to financial struggles. The RTO funding is not anywhere nearly as robust as the funding for school, and this means that margins for impact are significantly lower. In Alesco, the impact of low Senior student numbers going into 2023 was realised too late as being a hole we were unable fill.

Despite 2023 being a 4.95% increase in revenue on the previous year, our income was 5.3% under what we had projected for the budgeted year. Atwea has had ten years straight of strong surplus and responsible spending, and in those years even when one element of the organisation didn't do well, overall, we were still financially well positioned. 2023 however, was a reminder that to be financially successful we cannot have both core arms struggle to achieve.

However, it is essential to acknowledge that our commitment to financial transparency and accountability remains unwavering. We have implemented cost-cutting measures where possible, engaged in strategic financial planning, and explored new avenues for sustainable uses of funding to ensure the long-term viability of our organisation. In addition to this we have increased the measurement and analysis of Risk Indicators, not only in finances, but also in areas that are the precursor to financial risk. Areas

such as enrolment, attendance, and outcome achievements.

While our financial performance may not have met our expectations, I am pleased to report significant achievements in delivering quality education and support services to our clients. Our commitment to our mission remains steadfast, and the outcomes we achieved speak to the heart of our organisation.

During the year Atwea:

- Updated the organisation's MAA to a new contemporary Constitution, without compromising our core objectives or PBI status.
- Sold property no longer required for operations (the CAS, Hamilton, and Salt Ash), and acquired property that is essential for operations (Abermain Campus)
- Tracked student attendance rate across all campuses combined, with strong attendance rates reporting in Years 11 & 12 and opportunities to connect more strongly within the Junior Program.
- Collated academic outcomes from the past 5 years, with a noticeable & positive improvement in academic results in Year 10 (across all subjects) and Senior Years.
- Celebrated the 21st Birthday of Alesco and transitioned to our new name of Alesco Secondary College
- Launched the Flexible Learning Framework working party
- Increased access to internal PD opportunities for tutors and trainers in our RTO
- Continued our Intentional Leadership program for all Operational Team Leaders
- Successfully completed the BGA Capital Works Grant for Charlestown Campus and were successful in securing a grant for 2024 for our Abermain Campus
- Commenced the review of the Enterprise Agreement for all staff
- Secured additional funding for the RTO through our Smart and Skilled contract for the 2023/24 period
- Expanded our EVET contract offerings to new Industries

The progress made in 2023 would not have been possible without the combined leadership of the Board and Senior Leadership Team and the strong operational and financial performance delivered by our people in what was at times a challenging year.

As Chairperson of the Board of Directors, I am grateful to have led a team of like-minded

volunteers, who regularly come together and freely give their time, expertise, and guidance to provide sound leadership. I am pleased to report that the organisations governance and oversight have matured significantly over the last 4 years, which was strongly contributed to in 2023 by our Finance, Education and People and Culture Advisory Committees.

In 2023, the Finance Advisory Committee monitored our financial risk, applied significant focus to ensure that strong, prudent financial management processes and systems were maintained and drove improvements in our 2023 budgeting process. In addition, our Financial Delegations, Procurement, and Investment Policies were updated, to ensure sound operational and financial management were aligned with Atwea's growth in recent years.

The Educational Integrity Advisory Committee (EIAC), worked closely with Senior leaders to reflect on the impact of COVID-19 on our learners now and in the future. It was this careful and considered deliberation that became a significant driver in the development of Atwea's Flexible Learning Framework that will be finalised in 2024. In addition, the EIAC contributed to the Strategic Plan and validated the internal controls used to monitor compliance to educational standards. In addition to this the EIAC also contributed to the development of measures of success for Alesco to implement as it progresses forward with its Junior School Program concept. The EIAC is currently our only Advisory Committee with membership from the Board and external expertise. This team of insightful, intellectual people with experience across the education spectrum, is incredibly valuable to Atwea. As a team they genuinely understand and are passionate about Atwea's approach of balancing wellbeing and learning and its affect in driving the best outcomes for all our students.

As a people centred organisation, the work achieved in 2023 by the People and Culture Advisory Committee was a key part of our success. Substantial work has gone into ensuring that leadership and clear decision making is maintained, a continuous focus on improving our employee engagement and ensuring our employee value proposition remained aligned with employment market and trends. The outcomes in both employee retention and recruitment throughout 2023 are evidence of this success.

Every year the Board undertakes a Board

Performance Evaluation and assesses gaps in Board capability, to ensure we are effective and best placed to meet Atwea and member needs. This year's evaluation highlighted that while transparency, accountability and strategic focus remain strong, a key area for improvement was to gain a greater understanding for the spaces Atwea operates in. To that end, we've made a commitment to hold every other Board meeting in a campus, such that those responsible for governance experience where those decisions are implemented.

We welcomed three new Board members - Darrell Evans, Pru Killick and Gillian Malcolm. We also welcomed an Emerging Director Program Participant, La Toya Pinner who brings experience in indigenous participation. We give thanks to Peter Collins and acknowledge the hard work he has provided throughout 2023. I will also take this opportunity to thank Chief Executive Officer Rowan Cox and her Strategic Leadership Team; Glen Pearson, John Radvan and Nicola Bartlett.

Given the volume of change over the last two years, 2024 will be a year of consolidation and recovery for Atwea, as we embed strategies for improvements made throughout 2023 and prepare for what lays ahead. Despite reviewing our strategic plan for optimal achievement, our vision to provide quality and accessible learning opportunities that enhance people's lives and unlock potential remain unchanged. I believe our vision remain true to our purpose and that we have a critical role in enhancing people's lives through quality education. The education we deliver provides a ripple effect that not only improves the lives of the individual but also their families and communities.

In conclusion, I would like to take the opportunity to thank our members. We are a member owned organisation, and although many of our members are our directors and staff, it doesn't change the original intent of having a member owned entity. That is, it is our members who provide feedback, who create opportunity and who come together to ensure the successful future of Atwea College. Without their support to get in and get it done we wouldn't be able to positively impact so many students and communities.

I am incredibly proud of Atwea, the dedications of our teams, the outcomes we deliver, the ways in which our people, staff and the Board alike commit to our values and the positive changes we create in the lives of so many students. Thank you for your continued support of Atwea.

Chief Executive Officer's Report

Rowan Cox

This will be my last annual report as the CEO of this inspiring organisation. It is my honour to present to our members and stakeholders the Annual Report for the year 2023 reflecting on a year of challenges, growth, and unwavering commitment to our mission, vision, and values. Despite financial setbacks, I am immensely proud of the positive impact we have made on our students and the communities we serve.

Financial Overview

It is important to address the financial challenges we faced during the past year. Despite our best efforts, both the RTO and Alesco experienced challenges that contributed to the financial position we find ourselves in as of 31 December 2023. In the RTO we were faced with many external factors including changes to funding across the sector, changes in the key indicators for partner stakeholders such as Employment Service Agencies and unforeseen circumstances leading to financial struggles. In Alesco, the impact of low senior numbers going into 2023 was realised too late as being a hole we could not fill. Our best efforts to fill this gap resulted in also needing new staff to accommodate new classes which did not mitigate the pressure.

Despite 2023 delivering a 4.95% increase in revenue on the previous year, our income was 5.3% under what we had projected. As most of you would know, I have worked tirelessly over the last ten years to operate Atwea in a financially sustainable and successful way. We have had ten years of strong surplus and responsible spending. In those years even when one element of the organisation did not do as well, we were still financially well positioned overall. However, when both of our 'legs' come out from underneath us, we are reminded that we are not infallible.

While our financial performance may not have met expectations, I am pleased to report that we were resilient and remained committed to the needs and outcomes of the students we served. Despite the financial challenges, our integrity in doing what we said we would for students remained locked in. This resulted in significant achievements in delivering quality education and support services to our clients. Our commitment to our mission

remains steadfast, and the outcomes we achieved speak to the values of our organisation.

In many other areas, our Atwea teams have achieved some amazing outcomes and I could not be prouder to have led our organisation in making such a positive impact on the lives of our students and the communities in which we operate.

Educational Impact

We have been impressed with the metrics regarding student attendance across all school campuses showing very strong engagement with Senior students and areas for improvement in Year 9 and 10. We are proud that our Alesco Tuncurry campus boasts overall attendance above 90%.

Throughout 2023 we also compiled all Academic Outcomes from the past 5 years, with a noticeable and positive improvement in academic results in Year 10 (across all subjects) and senior years - further proof that enrolling and attending Alesco does not compromise a student's academic abilities.

We commenced work on our Flexible Learning Framework with a new working party from all sectors of the organisation.

We developed the Alesco Wellbeing Framework to further clarify for all what we mean when say 'learning and wellbeing in balance'.

We established hybrid learning environments in four locations for the RTO.

We delivered our first HSC subject by hybrid delivery for a group of students spread out across multiple campuses.

We developed a 'bite sized' resource library for Stage 5 KLAs to assist all teams resource Stage 5 classes, especially in times where teams may be experiencing high levels of staff absence due to illness.

In 2023 we improved the way Alesco records and reports NCCD data relating to reasonable adjustments for students with a disability, and we expect this work to continue in the coming year, but to be vital in the work we do as Special Assistance School.

The RTO was successful in gaining a grant for the appointment of an Outreach Support Officer to increase networks and engagement for our community college operations. We are grateful to the NSW DEC ACE Unit for their support of this role until June 2025.

Student Success Stories

We were able to see the integration of Alesco campuses through all school activities such as the all-school netball competition, AMAZE performance night, which was gratefully supported by Newcastle City Council, and all-school rainbow run.

Alesco's Graduation season was also an outstanding spotlight on the success stories of all of our students.

In the RTO several students successfully followed on from their training programs to secure employment having engaged with the provided learning and being exposed to potential employers through work experience opportunities.

We were also very happy to see the positive impact the RTO Student Support Team have had on decreasing 'students at risk of non-completion'. With their support and intervention, many of our students who are demonstrating signs of non-completion are able to get the assistance they need through initiatives like 'Study Hubs' to finish their training.

The RTO Graduation for Certificate IV and above graduates was an excellent night of recognising the hard work of adult learning for those starting out in a new career or trying to achieve study outcomes coupled with working and family lives.

Innovations in Service Delivery

In May we bid farewell to our property, the Creative Arts Space, and in December we sold our Salt Ash property following a tireless but ultimately unsuccessful effort to work with stakeholders on establishing a new campus in this community.

In August, we decided to buy our leased Abermain campus property as it had long term benefits to the organisation. I am

pleased to say that we managed to secure the property for a very good price and ownership of it has allowed us to apply and be successful for a Capital Project Grant to be applied in 2024.

In the last term of 2023, we were able to upgrade our Charlestown Campus to include three new teaching spaces in preparation for new enrolments. This was funded by a NSW BGA Capital Project grant.

Late in the year we moved from our very squished King Street Head Office to a new facility at Elmore Vale. What is excellent about this space is that it is more than just a workspace for those in shared services, but rather a 'home base' for all staff to come and collaborate, access internally delivered professional development and networking opportunities. It also provides an opportunity to see and feel the new internal branding considerations for future roll outs within campuses.

The Head Office hosted several Graduations at the end of 2023, and it was wonderful to have so many families in our space. Another benefit of the new Head Office is that we now have another room for all Alesco and the RTO to come together without the need to hire external venues. This has already provided excellent opportunities across the organisation for various functions and networking events.

We have conducted our internal RTO Health check once again, but this year we were also able to extend this principle of quality internal auditing to Alesco where it also conducted its first Health Check against compliance and legislative instruments.

Strategic Initiatives

Despite financial constraints, we continued to invest in strategic initiatives to ensure long-term sustainability and growth.

Key areas of focus included:

Finally updating our very out of date Memorandum and Articles of Association to a new Constitution passed by all members at a Special General Meeting in July

Changing Alesco's name from Alesco Senior College to Alesco Secondary College in recognition of our evolution and future goals

We held our annual Board and Advisory Committee guided conversations where our governing body and advisory members were able to have an open discussion regarding the impacts that future technologies such as AI may have on the education and training sector.

Our People and Culture team commenced the review of the organisation's Enterprise Agreement and undertook our first staff environmental scan via an all-staff survey.

We also ran our comprehensive Staff Engagement Survey in 2023 and it was great to see all the improvements we have made since our last one took place in 2019. This survey showcased the areas of focus our staff would like to see the organisation pay further attention to.

Enhanced Operational Efficiency

The Strategic Leadership Team and the Board of Directors increased the measurement of key risk indicators in areas beyond those measured in dollars. We are now in a position to monitor and report on risk that could impact the financial stability of the organisation in areas such as enrolment, engagement, attendance and retention. This improvement means that we can identify and respond to risk before it significantly impacts the financial measurements.

We trained staff in the use of our student management system – Sentral, to bring about greater operational efficiencies for each campus.

We continued to maximise the use of reporting data into SAGE and the uptake of use of Monday.com across the organisation as a task management system to improve efficiencies.

One of the largest bodies of work across all teams through the organisation was the work put into our Procurement process where supplier management, purchasing and resource tracking has allowed us to find greater clarity in where and how teams are using our funding. A huge thanks to all those who were involved in this rapid evolution and learning journey for staff.

Future Outlook

As you can see, 2023 was not a totally disastrous year. As a team, we achieved a great many outstanding things for our students and our organisation. There are probably a hundred more I could have named in this report.

As we reflect on the past year, we acknowledge the areas where improvement is needed. We remain committed to financial stewardship while prioritising our clients and their educational journeys. We are implementing a comprehensive plan to address financial sustainability that includes a focus on diversified revenue streams, fundraising efforts, and operational efficiency. I do not doubt that under the leadership of our new CEO we will continue to be able to report on so many strong outcomes for Atwea.

I want to express my deepest gratitude to our dedicated staff, board members, and the entire Atwea community for their unwavering commitment to our mission. Together, we will navigate the challenges ahead and continue to make a lasting impact on the lives of those we serve.



Operations Manager's Report

John Radvan

Over the past year, we have focused on improving our infrastructure to enhance the learning environment for our students. The Block Grant Authority (BGA) provided a welcome grant to upgrade and enhance our Alesco space at Charlestown, and new partnerships and relationships with local businesses developed as a result. We continue to focus on the renovation of campuses to both modernise, and accommodate modern teaching methodologies, including interactive smart screens and flexible seating, and will keep working on this as resources allow. Additionally, our wellbeing spaces remain at the forefront of our thinking in order to ensure learning and wellbeing is in balance. All of this future potential was demonstrated in the opening of our new Head Office at Elmore Vale, providing a showcase of the growing standards of our facilities, and a home for all staff throughout our expanding organisation to come together and collaborate in a beautiful leafy environment.

Effective marketing is crucial for raising awareness about our school and attracting potential students and business partnerships. We have developed a marketing strategy that includes social media campaigns, community events, and continuing to develop partnerships with local businesses, Councils and organisations.

Our major events, such as our successful Atwea Values in Education Awards at Newcastle City Hall, garnered significant interest and allowed an opportunity to celebrate our wonderful students. We will continue to refine our marketing efforts to reach a wider audience and develop a deeper understanding in the community of the unique value proposition of our organisation in empowering disadvantaged young people and adults through education.

In today's digital age, robust IT infrastructure is essential for supporting teaching and administrative functions, and as always, cybersecurity remains an essential focus. We have launched our targeted cybersecurity project to improve our state even further over the coming years.

We have invested in new computers and software licenses to equip our classrooms with the latest technology tools for interactive learning. This includes expanding our use of Adobe Creative Cloud and innovative teaching tools, like Minecraft. We also commenced trials of our interactive smart screens at Head Office to set the path of rolling out this technology to campuses in the future.

Maintaining a safe and conducive learning environment is paramount to the well-being of our students and staff. Our facilities management team has been proactive in addressing maintenance needs promptly and has finalised reporting procedures from all staff and students for any issues that arise. We have revamped our preventative maintenance schedule to better align with the organisation's position of growth, and we look forward to seeing the fruits of those efforts improving campuses over time.

We are committed to providing quality education and support services to all our people. Through strategic investments in capital works, marketing, IT, and facilities management, we aim to create an inclusive and nurturing learning environment that empowers students to unlock their potential. We will continue to assess and adapt our operations to meet the evolving needs of our community and ensure the long-term success of our programs.

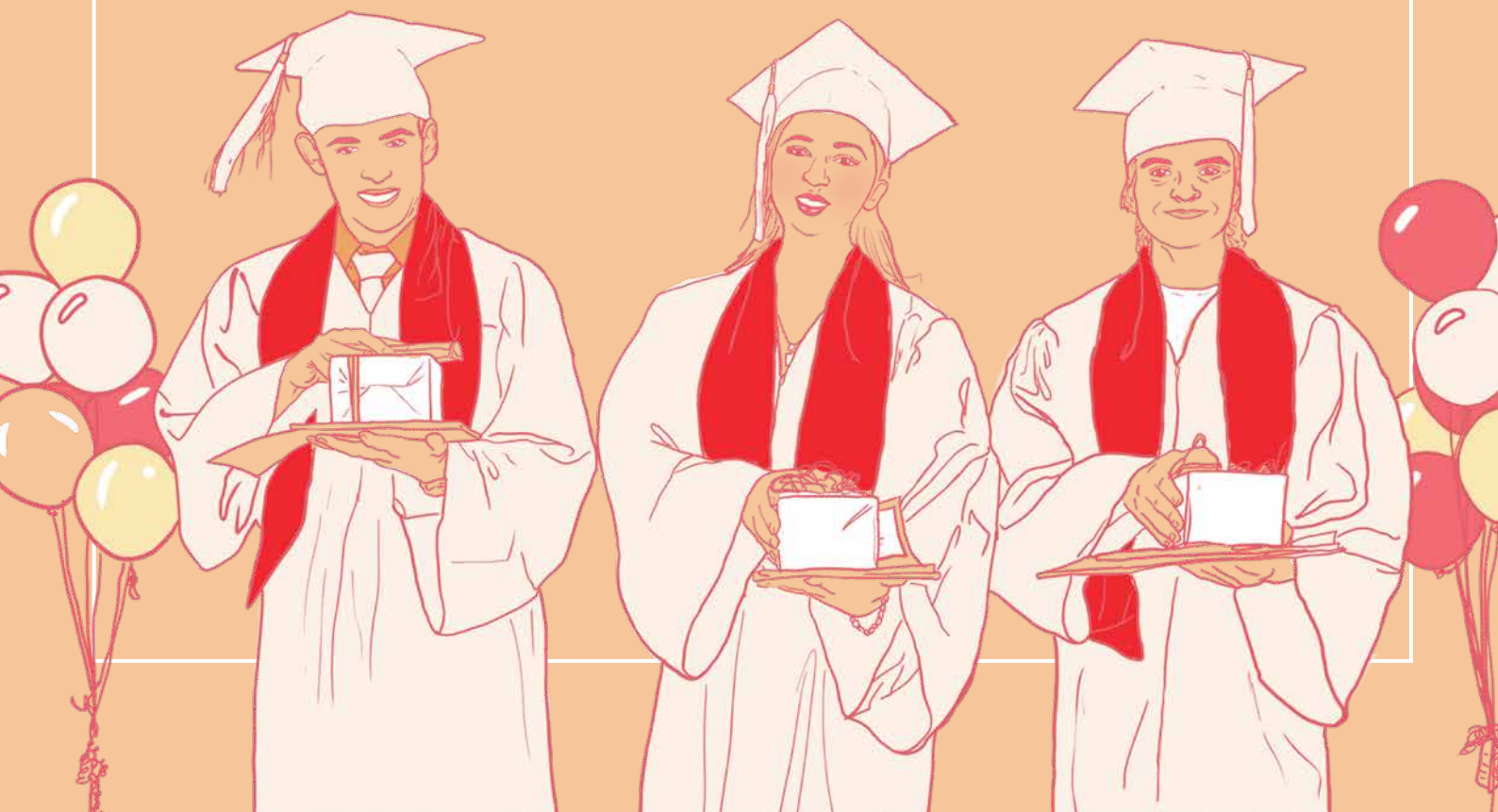




Alesco Secondary College

"Thank you for always being there for me and pushing me to do my best. I wouldn't be anywhere near where I am today without Alesco."

- Alesco Student



Meet Madisson

Alesco Student of the Year

Despite facing many challenges in her life, Madisson has proven herself to be a resilient, independent, driven and incredibly strong young person.

Madi started at Alesco Northlakes in 2021 as a Year 9 student. In those early days, she found it difficult to open up to staff and often suffered in silence through the personal challenges she faced. Madi worked hard in class and proved to be very academically motivated - frequently requiring extension work.

Not only did Madi demonstrate an excellent academic ability, she also showed a social maturity that allowed her to develop easy friendships with all students.

In her senior years at Alesco Northlakes, Madi worked hard to achieve outstanding academic results. At the same time, she demonstrated maturity and wisdom beyond her years in her social life, becoming a role model and mentor for many Northlakes students.

Madi is positive about all aspects of school at Alesco. She was elected Senior Leader in 2023, showing strong initiative in organising school-wide events including the Alesco Op Shop, being the MC for the Alesco Anzac Ceremony as well as the Alesco Northlakes Sorry Day ceremony. Madi also took on the challenge of organising the Northlakes Senior Formal.

Madi could often be seen checking in on younger students, cleaning common areas, organising

the kitchen and suggesting improvements for students on campus. At the same time, Madi was independently completing the HSC Legal Studies course via distance education and commenced her University studies via an online Biology course.

Madi completed her studies with Alesco in 2023, one year ahead of her peers. She has shown what can be achieved and what can be overcome with resilience and strength, providing example and inspiration to all Alesco students. She is very deserving of the award of Alesco Student of the Year.



Principal's Report

Rowan Cox

I am delighted to present the Principal's Report for 2023. It is with great pride and a sense of accomplishment that I reflect on the achievements, challenges, and growth we have experienced as a school community.

We have had another exciting and successful year at Alesco Secondary College.

We are thrilled to announce that we have changed our name from Alesco Senior College to Alesco Secondary College. As we will be commencing our offering to Year 7 and Year 8 in future years, we wanted our name to clearly define this evolution for our teachers and students, and to remove any further assumptions about alternative education to assist with the validity as a 7-12 school.

Educational Achievement

Our commitment to academic rigour remains unwavering. This year, our students have demonstrated remarkable dedication and achieved commendable results in various subjects. Our teachers, with their tireless efforts and innovative teaching methods, have played a crucial role in fostering a conducive learning environment.

We have compiled data from the last five years that clearly demonstrates our students' achievements continue to grow in strength year-on-year. This is a clear indicator that the passion and commitment from our teachers to engaging students in meaningful and relatable lessons is not compromised because we are considered 'alternative education'.

We continue to focus on personalised learning, integrating more technology into the curriculum, and promoting critical thinking skills. All students are given the opportunity to have reasonable adjustments designed for them where necessary which ensures that each student receives the best attention to their education that we can offer.

Throughout 2023, Alesco defined our wellbeing framework more clearly and implemented this across our school environment. Alesco focuses on the premise of 'learning and wellbeing in balance' as opposed to only focusing on academic wellbeing. We also include

emotional, social, cultural, physical, and financial wellbeing in our model for the holistic development of our young people.

Infrastructure Development

The school has witnessed significant improvements in infrastructure during 2023. We were pleased to be able to provide a major infrastructure project at our Charlestown Campus which included a renovation of a former church space into three open, flexible learning spaces. We also engaged in expanding space for our Tomaree Campus with the installation of two new Prefab Classrooms and further amenities for students.

We were fortunate enough to have the opportunity to purchase our Abermain Campus which enabled us to successfully apply for a Capital Grant in 2024. This will help bring this campus up to the standards we would want for our students' educational environment.

We have commenced many infrastructure projects across our campuses over the last few years and are continuing to plan future projects to ensure we offer more places to students, as the demand for enrolment continues to be strong.

Community Engagement

Building strong ties with the community is an integral part of Alesco's mission. Throughout the year, we have actively engaged with parents, community organisations, and local businesses. The positive feedback and collaboration have strengthened our sense of community and support for our shared goals. Alesco has also increased engagement with our cross-campus community by organising several multi-campus activities and whole-school activities, which has helped our school build strong ties with our external communities. Some of our activities in 2023 included a Mud Run, the inter-campus Netball competition, AMAZE Performing Arts night, and Rainbow Run. These activities bring a sense of belonging to our students and provide opportunities to expand their social circles with other young people.

Social and Emotional Learning

We recognise the importance of holistic development and always place a greater emphasis on social and emotional learning. We have implemented various workshops, counselling services, referrals, and campus activities to foster the wellbeing of our students.

We have created 'Wellbeing Week' across each campus that takes place every term to raise awareness of the importance of being empowered to manage our own wellbeing for both staff and students. In the future, we see this week becoming more aligned to our Wellbeing Framework and ensuring that all elements of the framework are covered during these weeks throughout the year.

Challenges and Future Plans

While celebrating our achievements, it is important to acknowledge the challenges we have faced. This included providing the right support for our Senior students and transitioning them from Stage 5 and Stage 6. We were reminded that not all communities are welcoming of an Alesco Campus in their suburb, however our resilient school community has navigated through these challenges with adaptability and determination.

As part of our culture of continuous improvement, we look forward to

supporting our staff around shared curriculum development, developing more strategies to support and retain our Senior students, providing more access to technology in the classrooms and continuing to find ways to come together as a whole school for shared experiences. We will continue to invest in professional development for our educators and support staff to ensure they remain at the forefront of innovative teaching practices.

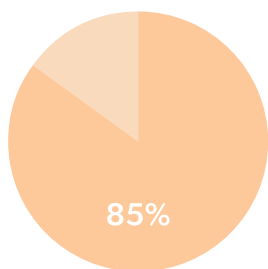
In conclusion, I express my gratitude to the entire school community – students, parents, teachers, and staff – for their unwavering support and dedication. Together, we have created a unique and inspiring learning environment, and I am confident that our collective efforts will pave the way for even greater success in the future.

"This is my family. This is where I feel safe."

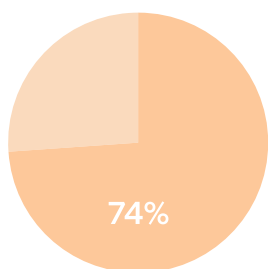
- Alesco student



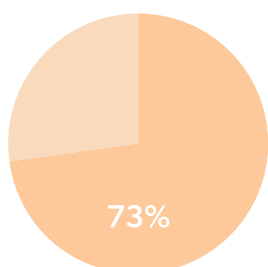
Alesco Student Feedback



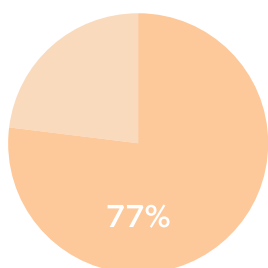
85% of students said their teachers always try hard to help them learn.



74% of students said that Alesco helps them to work towards their goals.

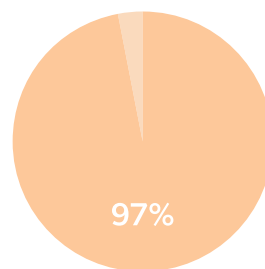


73% of students agree that Alesco is a supportive and positive environment.

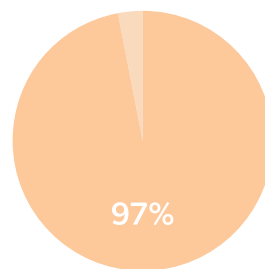


77% of students said they always feel safe at Alesco.

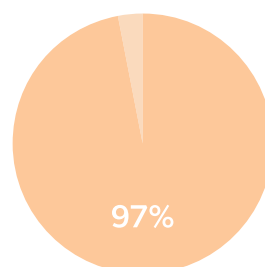
Parent/Carer Feedback



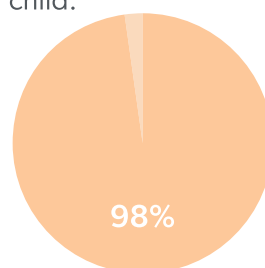
97% of parents said that Alesco balances the needs of their child's learning and wellbeing.



97% of parents said that Alesco tries to bring out the best in each child.



97% of parents said that Alesco staff are approachable when they have questions or need to advocate for their child.



98% of parents said that they are likely to recommend Alesco.

Feedback is based on results of surveys conducted in Semester 2, 2023 involving 142 students and 92 parents representing all campuses.

Values in Education Awards

The annual Atwea Values in Education Awards (AVEAs) recognise the uniqueness of Atwea in providing quality adult and secondary education and celebrate the commitment and achievements of both staff and students. The Awards align with Atwea's three core values of Integrity, Inclusion and Innovation. This year, 68 staff nominations were received, together with 46 student nominations. Congratulations to all of our 2023 Award recipients:

Alesco Student Awards

Alesco Award for Integrity

Emma Peka

Alesco Award for Inclusion

Tia Harrison

Alesco Award for Innovation

Logan Ruiter

Paul Mather Memorial Award: Alesco Student of the Year

Madisson Hall

Adult and Community Education Student Awards

Atwea Award for Integrity

Alexi Cominos

Atwea Award for Inclusion

Tahlia Bloom

Atwea Award for Innovation

Patrick Day

Atwea Student of the Year

Natasha Appleyard

Alesco Teaching Awards

Integrity in Education Award

John Hodgson

Inclusion in Education Award

Lucas McBeath

Innovation in Education Award

Darren McDonald

Alesco Teacher of the Year

David Torres Smith

Adult and Community Education Training Awards

Allan Melling Memorial Award for Integrity

Deborah Francis

Atwea Award for Inclusion

Tania Irwin

Ray Sandy Memorial Award for Innovation

Quillisa Richardson

Atwea Trainer of the Year

Teresa Campos



Adult Community Education

"On Wednesday I started my first job in over a decade. If it weren't for Atwea not only would I be underqualified, but I wouldn't have the confidence to step into my new career."

- Graduate of Atwea College



ACE Manager's Report

Nicola Bartlett

What a year 2023 was for student enrolments and outcomes! We assisted more students than ever to study, gain vocational education outcomes and gain employment or move onto other studies. The vast majority of our students have benefited from government funding to study and Atwea has been grateful to be able to offer funding opportunities. This year we have also been successful in renewing both our Smart and Skilled contract as well as our External Vocational Education Training contract for schools which will allow Atwea to continue to offer funded training.

We have trained students from a variety of backgrounds, particularly those that have experienced disadvantage in some way, with over 6300 enrolments across all areas of delivery from 'learn for fun' to accredited studies, supporting over 2800 students to learn. This also resulted in over 2700 certificates being issued in full certificate qualifications, statements of attainment, and specialised certificates. We were able to celebrate with some of those students in 2023 by hosting formal graduations for our Certificate IV and Diploma students which was a great opportunity for both Atwea and their supporters to acknowledge their hard work.

Our student success has been shown particularly through our Smart and Skilled statistics:

83% gained personal benefit from the study

82% thought the training provided was relevant to their job

The student cohort for Atwea College remains varied and we have seen delivery of training from school age through external VET, to retirement through Tech Savvy Seniors and Learn for Fun programs. Atwea continues to deliver training in the community and we have expanded our delivery to ensure that we meet community demand. We will be opening a new campus in Raymond Terrace in 2024 and working with Providers to deliver more in new spaces in Singleton, Taree and Swansea. This includes training with School Based Traineeships and Apprentices in a variety of industries and Traineeships in Remedial Massage and Quick Service Restaurants and Apprenticeships in Beauty.

Our success has been acknowledged by Community Colleges Australia with Atwea student, Michelle Podmore, named as a finalist in the CCA Student of the Year and Teresa Campos awarded the CCA Trainer of the Year. We could not be prouder of them.

Additionally in 2023, we were given the opportunity to appoint an Outreach Support Officer funded by the Department of Education, managed through Training Sector Governance and Improvement, to assist students with enrolment in the Adult and Community Education Program, support them throughout their training journey with us and build new relationships in the community.

Atwea College has successfully received funding to support student enrolments as follows:

NSW Smart and Skilled-Department of Education managed by Training Services NSW.

Adult and Community Education Program – Department of Education managed through Training Sector Governance and Improvement.

Tech Savvy Seniors provided by Telstra and managed by the Department of Communities and Justice.

Targeted Skills for Small Business – Department of Education managed through Training Sector Governance and Improvement.

External Vocational Education Training – Department of Education.



Italian Beginners Class
Cooks Hill Campus

RTO Measures of Success

Our annual RTO measures of success provide a broad overview of the education and experience for our students.

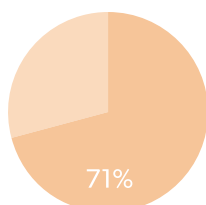
Enrolments

New enrolment occurrences	6 183
Total number of new students	2 718

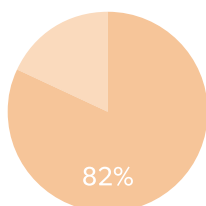
Positive Learning Outcomes

Full certificates issued	403
Statement of attainment certificates	1 396
First Aid certificates issued	364
RSA certificates issued	254
RCG certificates issued	212
Food Safety Supervisor certificates	101

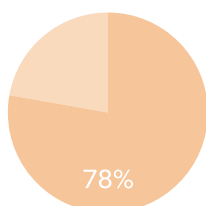
Smart and Skilled Snapshot



Employment benefit 71%



Training relevance 82%

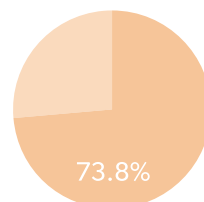


Satisfaction score 78%

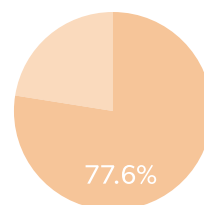
Enrolments

Students identifying with a disability	9.3%
Students identifying as ATSI	10.2%

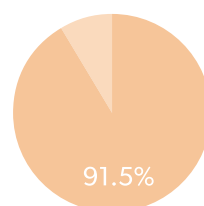
National Centre for Vocational Education Research data



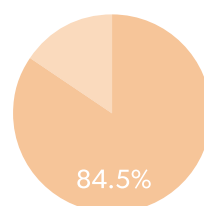
Improved employment status 73.8%



Employed before training 77.6%



Employed before or after training 91.5%



Recommend Atwea as training provider 84.5%

Study leads Kristal to her dream job

Kristal Barlow is a young mum who found her calling later in life after completing a Cert IV in Individual Services – Disability, through Atwea College, Cessnock Campus. Kristal finally landed her dream job as a Home Care Support Worker in January 2023.

After hearing about the Atwea course through a friend, Kristal decided to take the leap and enrol. "My three children have disabilities, so it was finding the means to support my girls and advocate for them," she said.

Returning to study was daunting at the age of 38 but her worries were eased by the perfect balance between professionalism and wellbeing at Atwea College. The small class size of nine students and a family-like atmosphere contributed to a safe learning environment where she could ask questions freely.

Kristal loved the classroom environment and being able to meet like-minded individuals, where she regularly brought afternoon tea to share with everyone. Kristal participated in group lunches, carpooling, and study groups, which broke down the stereotype of a cold, sterile classroom, and inspired Kristal to not only continue her studies, but to also encourage others to unlock their potential.

Kristal completed 120 hours of work placement, with her responsibilities including PEG feeding, shift changes, risk assessments, and house management, all of which contributed to her feeling job ready when graduating. Atwea provided Kristal with communication skills, industry knowledge, and confidence to apply for her dream job within the disability sector.

Kristal's hard work paid off. She won the Community Colleges Australian Student of the Year 2020 and was a finalist in the NSW Training Awards Vocational Student of the Year 2023.

Kristal says that her greatest achievement in her work has been helping a client overcome her physical and mental health issues. That client is now living with her partner, expecting their first child, and starting a new business. Kristal said, "I was just so proud of the client and honoured to be a part of that journey as they moved from needing day-to-day assistance to becoming an independent individual".

"I have the highest respect and appreciation for my trainer and the College for believing in me. Without them, I wouldn't be where I am today. In the next five years, I would like to open up my own Disability Service. I have my ABN, but I'm still seeking more knowledge to prepare myself for my future goal."



Financial Report 2023

Workers Educational Association - Hunter
ABN 61 062 580 634

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Directors' Report

31 December 2023

The Directors present their report on Workers Educational Association - Hunter (Atwea College) for the financial year ended 31 December 2023.

Information on Directors

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

	Occupation / Qualification	Year Appointed	Special responsibility
Jane McConville	Director and Principal - FiveSeven Consulting Pty Ltd	2018	Chairperson (appointed 26 April 2023) Deputy Chairperson (resigned 26 April 2023) Executive Committee Member
Christopher Seysener	Chief Information Officer - Hunter Valley Coal Chain Coordinator	2016	Chairperson (resigned 26 April 2023) Executive Committee Member
Rowan Cox	Executive Director - Atwea College	2016	Executive Director- Resigned 19 July 2023 Chief Executive Officer - Appointed 19 July 2023 Company Secretary Executive Officer Public Officer
Peter Collins	Human Resources Consultant - HealthShare NSW	2018	Director - Resigned 5 December 2023
David Larkman	Co-founder - Note It Pty Ltd	2019	Deputy Chairperson (appointed 26 April 2023) Executive Committee Member
Seamus Fagan	Professor - University of Newcastle; Consulting	2021	Director
Cass Phillpott	Compliance and Commercial Specialist - ARTC	2022	Director
Darrell Evans	Founder, globalDARBE	2023	Director - Appointed 21 August 2023
Pru Killick	Strategic Partnerships Manager, City of Newcastle Council	2023	Director - Appointed 21 August 2023
Gillian Malcolm	General Manager - Risk, Governance, Assurance - Coal Mining Industry (Long Service Leave) Funding Corporation	2023	Director - Appointed 21 August 2023

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

Company Secretary

Rowan Cox (Bsoc-Sci, SCU, MAICD) has been the company secretary since 29 August 2016.

Principal activities

The principal activities of Atwea College are to provide education and training in the Hunter region.

There were no significant changes in the nature of Atwea College's principal activities during the financial year.

Directors' Report

31 December 2023

Review of operations

The deficit of Atwea College amounted to \$2,059,628 (2022: Surplus of \$529,468).

Short and long term objectives

Workers Educational Association (Hunter), trading as Atwea College, is a not-for-profit, community-based education and training provider, and Registered Charity, which aims to provide quality and accessible learning opportunities that enhance people's lives and unlock potential. It does this by focusing on integrity, innovation and inclusion which are supported by a 3 year Strategic Plan and comprehensive annual Business Plan. This Strategic plan forms the foundation of the long term KPI's for the organisation outlined in detail each year through the development of the annual KPI's and operational targets. The strategic plan has been reviewed to take the organisation from the service provision and financial strengths we have built over the last 5 years and propel us into the next 3 - 5 years and build the foundations for many years beyond that.

Our strategic planning focusses on a number of key areas that echo our emphasis on continually improving and adapting our activities to ensure quality service provision, both to existing and new students and communities to access connected, current and relevant educational and training opportunities, customised to their specific needs. To support this we will be highlighting the importance of sound operational practices including commitment to risk analysis in decision making, maintaining compliance with registering bodies, an ongoing culture of continuous improvement, and collaborative and innovative educational practice; all to ensure that we are an organisation that provides meaningful outcomes to those who participate with us.

Atwea College's short term goals are largely focused on improving access to education by some of the most vulnerable members of our communities' through our service provision model. Following the last few years, we are in a better position to be more self-determining in the way in which we implement Capital and Infrastructure which allows us to make decisions which have long term efficacy and not just short-term problem solving. Long term our focus will always be on meeting the needs of the community and ensuring that the learning journey provides outcomes which are sustainable and meaningful to the student. Consideration will be made for more service provision in areas where the need is apparent but service provision for the community is limited and this includes access to alternative secondary schooling via Alesco Secondary College in Maitland and further into the Hunter Valley, southern side of Lake Macquarie and the Great Lakes area, and beyond. For our adult community education and training we will consider changing industry needs and learning needs, as well as the evolving funding and political environment surrounding adult education in Australia, in order to provide the most relevant service possible.

Atwea College has a long-term goal of ensuring we continue to improve our use of technology and the ways in which we utilise these with our student groups and operational teams as well as ensuring we remain focused on sustainable practices and environmental impacts of the work we do. In addition, our impactful practice continues to be supported and informed by a focus on collection and analysis of meaningful data, and the continued strengthening of our governance.

This historic organisation is ready to step out of the shadow and provide assurance that it is in a strong position to meet the needs of students, staff and the communities we serve for many years to come.

Members' guarantee

Atwea College is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the amount capable of being called up from each member and any person or association who ceased to be a member in the year prior to the winding up, is limited to \$11, subject to the provisions of the organisation's constitution.

At 31 December 2023 the collective liability of members was \$330 (2022:\$341).

Dividends paid or recommended

Atwea College is precluded from paying dividends under its constitution.

Directors' Report

31 December 2023

Matters or circumstances arising after the end of the year

No matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of Atwea College, the results of those operations or the state of affairs of Atwea College in future financial years.

Environmental issues

Atwea College's operations are not regulated by any significant environmental regulations under a law of the Commonwealth or of a state or territory of Australia.

Meetings of directors

During the financial year, 25 meetings of Directors (including committees of Directors) were held. Attendances by each Director during the year were as follows:

	Board Meeting		Executive Committee		Special General Meeting		Annual General Meeting		Education Integrity Advisory Committee		PaC Advisory Committee		Finance Advisory Committee	
	Eligible	Attend	Eligible	Attend	Eligible	Attend	Eligible	Attend	Eligible	Attend	Eligible	Attend	Eligible	Attend
Jane McConville	6	5	5	5	1	1	1	1	-	-	4	3	-	-
Christopher Seysener	6	6	5	5	1	1	1	1	-	-	-	-	-	-
Rowan Cox	3	3	3	3	1	1	1	1	2	2	-	-	-	-
Peter Collins	6	4	-	-	1	1	1	1	-	-	4	3	-	-
David Larkman	6	6	5	5	1	1	1	1	-	-	1	1	6	3
Seamus Fagan	6	5	-	-	1	-	1	1	4	2	-	-	-	-
Cass Phillpott	6	6	-	-	1	1	1	1	-	-	-	-	6	6
Darrell Evans	4	4	-	-	1	1	-	-	2	2	-	-	-	-
Pru Killick	4	4	-	-	1	1	-	-	-	-	4	2	-	-
Gillian Malcolm	4	3	-	-	1	1	-	-	-	-	-	-	4	4

Indemnification and insurance of officers and auditors

Atwea College has paid premiums to insure each of the Directors against liabilities for costs and expenses incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity of Director of the Company, other than conduct involving a wilful breach of duty in relation to the Company.

Auditor's independence declaration

The auditor's independence declaration in accordance with subdivision 60-40 of the *Australian Charities and Not-for-Profits Commission Act 2012* for the year ended 31 December 2023 has been received and can be found on page 34 of the financial report.

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



Director:
Jane McConville - Chairperson



Director:
David Larkman - Deputy Chairperson

Dated 17/04/2024



PKF (NS) Audit & Assurance Limited Partnership
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Workers Educational Association - Hunter

Auditor's Independence Declaration to the Directors of Workers Educational Association - Hunter under Section 60-40 of the Charities and Not-for-Profits Commission Act 2012

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2023, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the under Section 60-40 of the Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

The PKF logo, featuring a circular icon with eight colored segments and the letters 'PKF' in a bold, blue, sans-serif font.

PKF

A handwritten signature in black ink that reads 'Martin Matthews'.

MARTIN MATTHEWS
PARTNER

17 APRIL 2024
NEWCASTLE, NSW

PKF (NS) Audit & Assurance Limited Partnership is a member of PKF Global, the network of member firms of PKF International Limited, each of which is a separately owned legal entity and does not accept any responsibility or liability for the actions or inactions of any individual member or correspondent firm(s). Liability limited by a scheme approved under Professional Standards Legislation.

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 31 December 2023

		2023	2022
	Note	\$	\$
Revenue	4	20,260,056	18,792,889
Other income	4	22,439	62,728
Employee benefits expense		(14,702,884)	(11,893,636)
Administration expenses		(2,205,394)	(1,616,270)
Depreciation and amortisation expense	5	(1,875,310)	(1,594,458)
Occupancy expenses		(1,241,957)	(909,808)
Direct training expenses		(1,987,779)	(2,128,346)
Finance costs	5	(328,799)	(183,631)
Operating (deficit)/surplus before income tax		(2,059,628)	529,468
Income tax expense	2(b)	-	-
Operating (deficit)/surplus for the year		(2,059,628)	529,468
Other comprehensive income, net of income tax			
Items that will not be reclassified subsequently to profit or loss			
Revaluation of land and buildings	15(a)	-	808,942
Total comprehensive income for the year		(2,059,628)	1,338,410

The accompanying notes form part of these financial statements.

Statement of Financial Position

As at 31 December 2023

	Note	2023 \$	2022 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	917,041	2,309,959
Trade and other receivables	7	2,880,737	2,516,830
Financial assets	9	350,470	1,163,121
Prepayments		553,351	474,860
Non-current assets held for sale	8	-	1,261,033
TOTAL CURRENT ASSETS		4,701,599	7,725,803
NON-CURRENT ASSETS			
Property, plant and equipment	10	12,318,083	11,222,255
Intangible assets		21,167	74,304
Right-of-use assets	11	6,558,737	3,457,787
TOTAL NON-CURRENT ASSETS		18,897,987	14,754,346
TOTAL ASSETS		23,599,586	22,480,149
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	12	662,081	577,796
Lease liabilities	11	646,391	713,352
Employee benefits	14	1,029,088	923,361
Unearned income	13	1,555,178	1,652,042
Grant income in advance		206,159	516,201
TOTAL CURRENT LIABILITIES		4,098,897	4,382,752
NON-CURRENT LIABILITIES			
Lease liabilities	11	6,286,939	2,990,794
Employee benefits	14	361,912	195,137
TOTAL NON-CURRENT LIABILITIES		6,648,851	3,185,931
TOTAL LIABILITIES		10,747,748	7,568,683
NET ASSETS		12,851,838	14,911,466
EQUITY			
Reserves	15	6,969,387	6,969,387
Retained earnings		5,882,451	7,942,079
TOTAL EQUITY		12,851,838	14,911,466

The accompanying notes form part of these financial statements.

Statement of Changes in Equity

For the Year Ended 31 December 2023

	Retained Earnings	Asset Revaluation Surplus	Asset Realisation Reserve	Total
	\$	\$	\$	\$
Balance at 1 January 2023	7,942,079	5,382,006	1,587,381	14,911,466
Deficit for the year	(2,059,628)	-	-	(2,059,628)
Balance at 31 December 2023	5,882,451	5,382,006	1,587,381	12,851,838
Balance at 1 January 2022	7,412,611	4,573,064	1,587,381	13,573,056
Surplus for the year	529,468	-	-	529,468
Revaluation of land and buildings	-	808,942	-	808,942
Balance at 31 December 2022	7,942,079	5,382,006	1,587,381	14,911,466

The accompanying notes form part of these financial statements.

Statement of Cash Flows

For the Year Ending 31 December 2023

	2023	2022
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers	970,445	176,336
Receipts from grants	20,739,276	19,936,066
Payments to suppliers and employees	(21,715,637)	(18,096,107)
Interest received	21,159	9,020
Interest paid	(328,799)	(183,631)
Net cash (used in)/ provided by operating activities	22 (313,556)	1,841,684
CASH FLOWS FROM INVESTING ACTIVITIES:		
Payment for intangible assets	-	(102,076)
Purchase of property, plant and equipment	(3,373,003)	(2,535,680)
Proceeds from sale of property, plant and equipment	2,489,342	-
Proceeds from term deposit investments	812,651	-
Acquisition of financial assets	-	(29,413)
Net cash used in investing activities	(71,010)	(2,667,169)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Repayment of borrowings	(1,008,352)	(587,539)
Net cash used in financing activities	(1,008,352)	(587,539)
Net (decrease) in cash and cash equivalents held	(1,392,918)	(1,413,024)
Cash and cash equivalents at beginning of year	2,309,959	3,722,983
Cash and cash equivalents at end of financial year	6 917,041	2,309,959

Notes to the Financial Statements

For the Year Ending 31 December 2023

The financial report covers Workers Educational Association - Hunter (Atwea College) as an individual entity. Workers Educational Association - Hunter is a not-for-profit Company, registered and domiciled in Australia.

The functional and presentation currency of Workers Educational Association - Hunter is Australian dollars.

1 Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards and the *Australian Charities and Not-for-Profits Commission Act 2012*.

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets. The amounts presented in the financial statements have been rounded to the nearest dollar.

2 Summary of Significant Accounting Policies

(a) Revenue and other income

Operating grants

When Atwea College receives operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15.

When both these conditions are satisfied, Atwea College:

- Identifies each performance obligation relating to the grant, donation or bequest;
- Recognises a contract liability for its obligations under the agreement; and
- Recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, Atwea College:

- Recognises the asset received in accordance with the recognition requirements of other applicable Accounting Standards (for example AASB 9, AASB 16, AASB 116 and AASB 138);
- Recognises related amounts (being lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer); and
- Recognises income immediately in surplus or deficit as the difference between the initial carrying amount of the asset and the related amount.

If a contract liability is recognised as a related amount above, Atwea College recognises income in surplus or deficit when or as it satisfies its obligations under the contract.

Per capita grants - independent school funding

Atwea College receives funding from the Commonwealth and State Governments on a per (capita) student basis. The funds are received in regular instalments in respect of the year of enrolment. Funding received is recognised as revenue progressively over the period of tuition to which the funding relates.

Notes to the Financial Statements

For the Year Ending 31 December 2023

2 Summary of Significant Accounting Policies (cont'd)

(a) Revenue and other income (cont'd)

Government incentives

i. NSW Government Smart & Skilled grant funding

Funding is received on a claims basis. Grant funding is recognised as revenue in accordance with the contractual arrangements and satisfaction of performance obligations represented by meeting the Units of Completion (UOC) Outcome Achievement Stages established in the contract.

ii. Commonwealth Government Community ACE Program grant funding

Funding is received in instalments throughout the year. Revenue is recognised as the performance obligations of the contract are satisfied based on training unit commencements as a proportion of the total units.

Capital grants

When Atwea College receives a capital grant, it recognises a liability for the excess of the initial carrying amount of the financial asset received over any related amounts (being lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer), recognised under other Australian Accounting Standards.

Atwea College recognises income in surplus or deficit when it satisfies itself the obligations under the terms of the grant.

Tuition Fees

i. Tuition fees and charges - Full Fee-Paying Students

Tuition fees and charges are invoiced on enrolment for full fee-paying students and initially recognised as a liability, "Course Fees Paid in Advance". After the relevant census date, Atwea College has no contractual obligations for the refund of this revenue received. Revenue is recognised from commencement of the relevant term or study period according to the days in relevant term. Revenue is immediately recognised for administration type fees and student amenities if applicable.

ii. Tuition fees and charges - Government assisted

Student revenue collected under Government assisted schemes following enrolment is initially recognised as a liability. Revenue is recognised based on the number of days in the reporting period as a proportion of the number of days in the term or census period as relevant to the course.

Interest income

Interest income is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

(b) Income Tax

Atwea College is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

Notes to the Financial Statements

For the Year Ending 31 December 2023

2 Summary of Significant Accounting Policies (cont'd)

(c) Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the ATO is classified as operating cash flows.

(d) Property, plant and equipment

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

Items of property, plant and equipment acquired for nil or nominal consideration have been recorded at the acquisition date fair value.

Land and buildings

Land and buildings are measured using the revaluation model.

Plant and equipment

Plant and equipment are measured using the cost model.

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the assets useful life to Atwea College, commencing when the asset is ready for use.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Buildings	2 - 5%
Plant and equipment	10 - 33%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

(e) Financial instruments

Financial instruments are recognised initially on the date that Atwea College becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Notes to the Financial Statements

For the Year Ending 31 December 2023

2 Summary of Significant Accounting Policies (cont'd)

(e) Financial instruments (cont'd)

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Classification

On initial recognition, Atwea College classifies its financial assets into the following categories, those measured at amortised cost.

Financial assets are not reclassified subsequent to their initial recognition unless Atwea College changes its business model for managing financial assets.

Amortised cost

Assets measured at amortised cost are financial assets where:

- the business model is to hold assets to collect contractual cash flows; and
- the contractual terms give rise on specified dates to cash flows are solely payments of principal and interest on the principal amount outstanding.

Atwea College's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Impairment of financial assets

Trade receivables

Impairment of trade receivables has been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. Atwea College has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where Atwea College renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Notes to the Financial Statements

For the Year Ending 31 December 2023

2 Summary of Significant Accounting Policies (cont'd)

(e) Financial instruments (cont'd)

Financial assets (cont'd)

Other financial assets measured at amortised cost

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

Financial liabilities

Atwea College measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of Atwea College comprise trade payables.

(f) Impairment of non-financial assets

At the end of each reporting period Atwea College determines whether there is an evidence of an impairment indicator for non-financial assets.

Where an indicator exists and regardless for indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the asset is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant Cash-Generating Unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss.

(g) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

(h) Leases

At the lease commencement, Atwea College recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where Atwea College believes it is reasonably certain that the option will be exercised.

Notes to the Financial Statements

For the Year Ending 31 December 2023

2 Summary of Significant Accounting Policies (cont'd)

(h) Leases (cont'd)

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then Atwea College's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured where there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in Atwea College's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

(i) Employee benefits

Provision is made for Atwea College's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cashflows are discounted using market yields on high quality government bond rates, with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

3 Critical Accounting Estimates and Judgments

The Directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - impairment of property, plant and equipment

Atwea College assesses impairment at the end of each reporting period by evaluating conditions specific to Atwea College that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

Notes to the Financial Statements

For the Year Ending 31 December 2023

3 Critical Accounting Estimates and Judgments (cont'd)

Key estimates - provisions

As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained.

Key estimates - property held at fair value

The Directors have reviewed the most recent property valuations against the current market conditions for the area in which the property is located. The valuation is an estimation which would only be realised if the property is sold.

Key estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

Notes to the Financial Statements

For the Year Ending 31 December 2023

4 Revenue and Other Income

	2023	2022
	\$	\$
Revenue from contracts with customers		
- Government per capita grants	14,915,172	13,604,031
- Government incentives	4,251,869	4,526,818
- Course fees	350,351	610,918
- Capital grants	705,000	4,469
- Other revenue	37,664	46,653
	<u>20,260,056</u>	<u>18,792,889</u>
Other Income		
- Gain on modification of lease	-	48,489
- Interest received	21,159	9,020
- Rental income	1,280	5,219
	<u>22,439</u>	<u>62,728</u>

5 Result for the Year

The result for the year includes the following specific expenses:

Finance expenses	328,799	183,631
Depreciation and amortisation expense	<u>1,875,310</u>	<u>1,594,458</u>

6 Cash and Cash Equivalents

CURRENT		
Cash on hand	37,597	40,588
Cash at bank	879,444	2,269,371
	<u>917,041</u>	<u>2,309,959</u>

7 Trade and Other Receivables

CURRENT		
Trade receivables	2,301,004	2,940,216
Provision for impairment	(203,804)	(498,560)
	<u>2,097,200</u>	<u>2,441,656</u>
GST receivable	42,662	73,726
Accrued income	740,875	1,448
	<u>2,880,737</u>	<u>2,516,830</u>

8 Assets Held for Sale

Non-current assets held for sale		
Property, plant and equipment	-	1,261,033

By 31 December 2023 the Board approved the sale of Atwea College's property of 145 Beaumont Street, Hamilton NSW. This transaction was completed in the current financial year.

Notes to the Financial Statements

For the Year Ending 31 December 2023

9 Financial Assets

	2023	2022
	\$	\$
CURRENT		
Amortised cost		
Term deposit investments	350,470	1,163,121

10 Property, Plant and Equipment

NON-CURRENT		
LAND AND BUILDINGS		
Freehold land		
At cost	4,907,000	4,908,000
Buildings		
At independent valuation	3,983,000	4,105,520
Accumulated depreciation	(342,358)	(217,472)
Total buildings	3,640,642	3,888,048
PLANT AND EQUIPMENT		
Capital works in progress		
At cost	38,291	17,677
Plant and equipment		
At cost	7,175,420	5,135,093
Accumulated depreciation	(3,443,270)	(2,726,563)
Total plant and equipment	3,732,150	2,408,530
Total property, plant and equipment	12,318,083	11,222,255

Notes to the Financial Statements

For the Year Ending 31 December 2023

10 Property, Plant and Equipment (cont'd)

(a) Movements in carrying amounts of property, plant and equipment

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Capital Works in Progress	Land	Buildings	Plant and Equipment	Total
	\$	\$	\$	\$	\$
31 December 2023					
Opening balance	17,677	4,908,000	3,888,048	2,408,530	11,222,255
Additions	90,689	238,000	1,012,000	2,032,314	3,373,003
Transfer	(52,398)	-	-	52,398	-
Disposal	(17,677)	(239,000)	(1,010,274)	(33,459)	(1,300,410)
Depreciation	-	-	(229,132)	(747,633)	(976,765)
Closing balance	38,291	4,907,000	3,660,642	3,712,150	12,318,083
31 December 2022					
Opening balance	44,491	5,069,000	3,009,743	1,911,855	10,035,089
Additions	17,677	239,000	1,143,984	1,135,019	2,535,680
Revaluation	-	440,000	368,942	-	808,942
Transfer	(44,491)	-	-	44,491	-
Transfer to asset held for sale	-	(840,000)	(421,033)	-	(1,261,033)
Depreciation	-	-	(213,588)	(682,835)	(896,423)
Closing balance	17,677	4,908,000	3,888,048	2,408,530	11,222,255

Land and buildings are recognised at fair value, unless otherwise stated, which has been determined based on the following valuations:

- 100 Laman Street, Cooks Hill land and buildings were valued by Acumentis Pty Limited as at 31 December 2022.
- St Albans Close, Charlestown land and buildings were purchased at market value and capital improvements undertaken to commence operations during the year ended 31 December 2021.
- 298 Cessnock Rd Abermain land and buildings were purchased at market value during the year ended 31 December 2023.

Notes to the Financial Statements

For the Year Ending 31 December 2023

11 Leases

Right-of-use assets

	Buildings \$	Office Equipment \$	Total \$
Year ended 31 December 2023			
Balance at beginning of the year	2,266,767	1,191,020	3,457,787
Additions/modifications	4,325,785	486,782	4,812,567
Depreciation	(525,011)	(326,006)	(851,017)
Disposal	(152,559)	(708,041)	(860,600)
Balance at end of year	5,914,982	643,755	6,558,737

Year ended 31 December 2022

Balance at beginning of the year	2,098,530	576,545	2,675,075
Additions/modifications	592,653	843,974	1,436,627
Depreciation	(424,416)	(229,499)	(653,915)
Balance at end of year	2,266,767	1,191,020	3,457,787

Lease liabilities

	2023 \$	2022 \$
Lease liabilities < 1 year	972,299	841,733
Lease liabilities 1 - 5 years	4,087,253	2,436,400
Lease liabilities > 5 years	5,289,407	1,075,444
Total undiscounted lease liabilities	10,348,959	4,353,577
Less: future interest	(3,415,629)	(649,431)
	6,933,330	3,704,146
Current liability	646,391	713,352
Non-current liability	6,286,939	2,990,794
	6,933,330	3,704,146

Income statement

Depreciation of right of use assets	851,017	653,915
Interest expense on lease liabilities	300,606	166,830
Variable and short term lease payments	239,235	128,275
	1,390,858	949,020

Notes to the Financial Statements

For the Year Ending 31 December 2023

12 Trade and Other Payables

	2023	2022
	\$	\$
CURRENT		
Trade payables	79,353	77,678
Sundry payables and accrued expenses	582,728	500,118
	<u>662,081</u>	<u>577,796</u>

13 Unearned Income

CURRENT		
Amounts received in advance	1,555,178	1,652,042
	<u>1,555,178</u>	<u>1,652,042</u>

14 Employee Benefits

CURRENT		
Long service leave	137,251	197,498
Annual leave and time in lieu	891,837	725,863
	<u>1,029,088</u>	<u>923,361</u>
NON-CURRENT		
Long service leave	361,912	195,137
	<u>361,912</u>	<u>195,137</u>

15 Reserves

(a) Asset revaluation reserve

The asset revaluation reserve records fair value movements on property, plant and equipment held under the revaluation model. In the current financial year, there has been no revaluation of property conducted.

(b) Asset realisation reserve

The asset realisation reserve records realised gains on sale of non-current assets.

Notes to the Financial Statements

For the Year Ending 31 December 2023

16 Financial Risk Management

The main risks Atwea College is exposed to through its financial instruments are credit risk, liquidity risk and market risk consisting of interest rate risk. Atwea College's financial instruments consist mainly of deposits with banks, short-term investments, accounts receivable and payable and leases.

Atwea College does not engage in the trading of financial assets for speculative purposes.

The totals for each category of financial instruments, measured in accordance with AASB 9, are as follows:

	2023	2022
	\$	\$
Financial assets		
Held at amortised cost		
Cash and cash equivalents	917,041	2,309,959
Trade and other receivables	2,880,737	2,516,830
Financial assets	350,470	1,163,121
Total financial assets	4,148,248	5,989,910
Financial Liabilities		
Trade and other payables	662,081	577,796
Total financial liabilities	662,081	577,796

Objectives, policies and processes

Atwea College's policies for managing each of these risks is summarised below. The policies are subject to Board approval and are reviewed regularly.

Liquidity risk

Atwea College manages liquidity risk by monitoring forecast cash flows and ensuring that adequate liquid funds or unused overdraft facilities are maintained.

Credit risk

The maximum exposure to credit risk excluding the value of any collateral or other security held, is equivalent to the carrying value and classification of those financial assets (net of any provisions) as presented in the statement of financial position.

The significant majority of accounts receivable relate to the training subsidies due from the NSW Government in accordance with the Smart & Skilled Contract. The number of payment instalments and amounts are based on qualification and course delivery. Certificates are not issued until accounts are finalised.

Notes to the Financial Statements

For the Year Ending 31 December 2023

16 Financial Risk Management (cont'd)

Market risk

Atwea College constantly analyses its interest rate exposure on all interest bearing loans. Within the analysis, consideration is given to potential renewals of existing positions, alternative financing and the mix of fixed and variable interest rates.

Interest rate risk

Atwea College is exposed to interest rate fluctuations on its cash at bank and cash on deposit and on fixed interest securities included in financial assets at amortised cost. It does not have a material risk in relation to interest bearing loans.

Atwea College actively monitors interest rates for cash at bank and on deposit to maximise interest income. Atwea College accepts the risk in relation to fixed interest securities as they are held to generate income on surplus funds.

Sensitivity analysis

The following sensitivity analysis is based on the interest rate risk exposures in existence at the end of the reporting period.

An increase of 100 basis points or a decrease of 50 basis points would have increased/(decreased) profit or loss by the amounts shown below. This analysis assumes that other variables are held constant.

	100 basis points increase	50 basis points decrease
2023	12,675	(6,338)
2022	34,323	(17,162)

17 Members' Guarantee

Atwea College is incorporated under the *Australian Charities and Not-for-Profits Commission Act 2012* and is a Company limited by guarantee. If Atwea College is wound up, the constitution states that each member is required to contribute a maximum of \$11 each towards meeting any outstanding obligations of Atwea College. At 31 December 2023 the number of members was 30 (2022: 31).

18 Key Management Personnel Remuneration

The totals of remuneration paid to the key management personnel of Atwea College during the year are as follows:

	2023	2022
	\$	\$
Short-term employee benefits	1,045,524	848,927
Long-term benefits	99,520	86,960
Termination benefits	44,500	-
	<u>1,189,544</u>	<u>935,887</u>

Notes to the Financial Statements

For the Year Ending 31 December 2023

19 Auditors' Remuneration

	2023	2022
	\$	\$
Remuneration of the auditor of Atwea College for:		
- auditing the financial statements	24,675	23,500
- other services	3,000	-
	27,675	23,500

20 Contingencies

Contingent liabilities

At balance date, bank guarantees are supported by bank facilities which no liability has been recorded in the financial statements. The total bank guarantees at 31 December 2023 were \$282,350 (2022: \$142,350) relating to property leases.

21 Related Parties

There were no related party transactions during the financial year.

22 Cash Flow Information

(a) Reconciliation of result for the year to cashflows from operating activities		
(Deficit)/surplus for the year	(2,059,628)	529,468
Non-cash flows in (deficit)/surplus:		
- depreciation and amortisation expense	1,875,310	1,594,458
- recovery of bad debts	294,756	-
- loss on sale of assets	62,860	-
- loss on disposal of patent	5,663	-
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	(363,907)	(231,634)
- (increase)/decrease in prepayments	(78,491)	(63,826)
- increase/(decrease) in grant income in advance	(310,042)	(239,368)
- increase/(decrease) in trade and other payables	84,285	251,408
- increase/(decrease) in unearned income	(96,864)	(7,868)
- increase/(decrease) in employee benefits	272,502	9,046
Cashflows from operations	(313,556)	1,841,684

23 Events after the end of the Reporting Period

During July 2023, Atwea College reviewed the submitted census data and evidence required to support the classification of students in the Nationally Consistent Collection of Data on School Students with Disability ('NCCD') for the 2021 and 2022 calendar years. In April 2024, the Department approved \$730,692 in additional funding relating this claim, which has been recognised as accrued income within the Statement of Financial Position.

No other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Atwea College, the results of those operations or the state of affairs of the Atwea College in future financial years.

Notes to the Financial Statements

For the Year Ending 31 December 2023

24 Statutory Information

The registered office and principal place of business of Atwea College is:
Workers Educational Association - Hunter
112 Lake Road
Elmore Vale, NSW 2287

Directors' Declaration

The Directors declare that in their opinion:

- there are reasonable grounds to believe that Atwea College is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*.



.....
Jane McConville - Chair



.....
David Larkman - Deputy Chairperson

Dated 17/04/2024

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WORKERS EDUCATIONAL ASSOCIATION – HUNTER

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Workers Educational Association - Hunter (the Company), which comprises the statement of financial position as at 31 December 2023, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion the financial report of Workers Educational Association - Hunter, has been prepared in accordance with *Division 60 of the Australian Charities and Not-for-profits Commission Act 2012*, including:

- a) giving a true and fair view of the Company's financial position as at 31 December 2023 and of its financial performance for the year then ended; and
- b) complying with Australian Accounting Standards to the extent described in Note 1 and *Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report.

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

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Company's financial reporting responsibilities under the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Independence

We are independent of the Company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (including Independence Standards) (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

PKF (NS) Audit & Assurance Limited Partnership is a member of PKF Global, the network of member firms of PKF International Limited, each of which is a separately owned legal entity and does not accept any responsibility or liability for the actions or inactions of any individual member or correspondent firm(s). Liability limited by a scheme approved under Professional Standards Legislation.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 31 December 2023, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Directors for 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 to the extent described in Note 1 and the *Australian Charities and Not-for-profits Commission Act 2012*. The directors' responsibility also includes 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.

In preparing the financial report, directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The directors are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Auditor's Responsibilities for the Audit of the Financial Report (cont'd)

- Obtain an understanding of internal control relevant to the audit 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 Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, action taken to eliminate threats or safeguards applied.



PKF



MARTIN MATTHEWS
PARTNER

17 APRIL 2024
NEWCASTLE, NSW



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Workers Educational Association - Hunter

Disclaimer

For the Year Ended 31 December 2023

The additional financial data presented on pages 59 - 61 is in accordance with the books and records of the Atwea College which have been subjected to the auditing procedures applied in our statutory audit of the Atwea College for the year ended 31 December 2023. It will be appreciated that our statutory audit did not cover all details of the additional financial data. Accordingly, we do not express an opinion on such financial data and we give no warranty of accuracy or reliability in respect of the data provided. Neither the firm nor any member or employee of the firm undertakes responsibility in any way whatsoever to any person (other than Workers Educational Association - Hunter) in respect of such data, including any errors or omissions therein however caused.

The PKF logo, featuring a circular icon with eight colored segments and the letters 'PKF' in a bold, blue, sans-serif font.

PKF

A handwritten signature in black ink that reads 'Martin Matthews'.

MARTIN MATTHEWS
PARTNER

17 APRIL 2024
NEWCASTLE, NSW

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Statement of Profit or Loss

For the Year Ended 31 December 2023

	2023 \$	2022 \$
Group		
Revenue from contracts with customers		
Government per capita grants	14,915,172	13,498,656
Government incentives	4,251,869	4,390,210
Course fees	350,351	506,529
Capital grants	705,000	240,579
Other revenue	37,664	173,839
	20,260,056	18,809,813
Other income		
Interest received	21,159	9,020
Rental income	1,280	5,219
	22,439	14,239
Total revenue	20,282,495	18,824,052
Expenses		
Employee benefits expense	(14,702,884)	(12,188,045)
Administration expenses	(2,205,394)	(1,338,125)
Depreciation and amortisation expenses	(1,875,310)	(991,414)
Occupancy expenses	(1,241,957)	(1,478,443)
Direct training expenses	(1,987,779)	(2,131,727)
Finance costs	(328,799)	(166,830)
Operating (deficit)/surplus for the year	(2,059,628)	529,468

Statement of Profit or Loss

For the Year Ended 31 December 2023

	2023 \$	2022 \$
Alesco Senior College		
Revenue from contracts with customers		
Government per capita grants	14,915,172	13,498,656
Capital grants	705,000	1,254
Other revenue	129,462	126,522
	15,749,634	13,626,432
Other income		
Interest received	15,869	6,765
Total revenue	15,765,503	13,633,197
Expenses		
Employee benefits expense	(11,274,117)	(9,413,683)
Administration expenses	(1,896,646)	(1,003,592)
Depreciation and amortisation expenses	(1,383,430)	(833,301)
Occupancy expenses	(981,080)	(1,029,136)
Direct training expenses	(751,193)	(552,315)
Finance costs	(243,568)	(125,233)
Operating (deficit)/surplus for the year	(764,531)	675,937

Statement of Profit or Loss

For the Year Ended 31 December 2023

	2023 \$	2022 \$
Registered Training Organisation (RTO)		
Revenue from contracts with customers		
Government incentives	4,251,869	4,390,210
Course fees	350,351	506,529
Capital grants	-	239,325
Other revenue	(91,798)	47,317
	4,510,422	5,183,381
Other income		
Interest received	5,290	2,255
Rental income	1,280	5,219
	6,570	7,474
Total revenue	4,516,992	5,190,855
Expenses		
Employee benefits expense	(3,428,767)	(2,774,362)
Administration expenses	(308,748)	(334,533)
Depreciation and amortisation expenses	(491,880)	(158,113)
Occupancy expenses	(260,877)	(449,307)
Direct training expenses	(1,236,586)	(1,579,412)
Finance costs	(85,231)	(41,597)
Operating deficit for the year	(1,295,097)	(146,469)

Our Supporters

Non-Government Organisations

Alsco
Aon
Approved Fire Gear
Artform Audio
Australian Institute of Management
BCA Certifiers
Beyond Church
Booktopia
Brownsmith Unit Trust
CCSG Collect Pty Ltd
Cessnock Business Chamber
Coverite Projects
Colliers International (Newcastle) Pty Ltd
Commercial Collective
Community Business Bureau
Community Colleges Australia
Copyright Agency Limited
Diamond IT
Elcom Technology Pty Ltd
Elmore Vale Men's Shed Inc
Employment Hero Pty Ltd
Formsite
Giuntabell
GWG Partners Pty Ltd
Instructure
ish Group
JB Hi-Fi Business
Monday.com Ltd
Modern Star Pty Ltd
Newcastle Toyota
Newcastle Weekly
NEX
Optus
Oz Harvest
PCYC
PKF Newcastle
Port Stephens Coaches
Port Hunter
Toastmasters
RapidClean
RTC Group
RTO Materials Ltd
Sage Painting
Santdell Pty Limited
Sapio Pty Ltd
Scion Audio and Events
Seed People Consulting Pty Limited
SEEK Limited
Sentral Education

Service Industry Skills
SHAC Architects
Skin Deep Learning Pty Ltd
Sparke Helmore Lawyers
Sharp Office
Samaritans
The Mobile Shredding Company
The Uniform Place
Viatek
WJ & LM Carstens
Zoom

Government Organisations

Association of Independent Schools NSW
Australian Skills Quality Authority
Cessnock City Council
Lake Macquarie City Council
City of Newcastle
Maitland City Council
Midcoast Council
NSW Ambulance
NSW Department of Education
NSW Education Standards Authority
NSW Food Authority
NSW Government Education Standards Authority
NSW Government Planning
Port Stephens Council

Atwea Life Members

Ms Donna Bain*
Ms Kath Blaxland*
Mr Tom Blunden*
Ms Jan Brown*
Mr Martin Coates
Mr John Collins*
Mr Brett Gleeson
Mr Ben Grushka
Mr Brian Keegan*
Mr Mike McCluskey
Ms Margaret McNaughton
Mr Alalan Melling*
Ms Glenys Morgan
Ms Anna Starrett

**deceased*

The Annual Report is produced by Communications & Marketing Team, Atwea College. April 2024.



Atwea College



Alesco Secondary College

Workers Education Association – Hunter

ABN 61 062 580 634

Incorporated as a Public Company Limited by Guarantee

RTO No. 90020

Our Locations

Head Office: 112 Lake Road, Elmore Vale 2287 (Awabakal Country)
796 Hunter Street, Newcastle West 2302 (Awabakal and Worimi Country)
100 Laman Street, Cooks Hill 2300 (Awabakal and Worimi Country)
27 Chapman Street, Charlestown 2290 (Awabakal Country)
7 James Street, Argenton 2284 (Awabakal Country)
15 William Street, Raymond Terrace 2324 (Worimi Country)
7 Austral Street, Nelson Bay 2315 (Worimi Country)
31 Manning Street, Tuncurry 2428 (Worimi Country)
9b Hall Street, Cessnock 2325 (Darkinjung and Awabakal Country)
298 Cessnock Road, Abermain 2326 (Darkinjung and Awabakal Country)

Registered Office

112 Lake Road, Elmore Vale NSW 2287



Registered Trading Names

Atwea College
WEA Hunter
WEA – Hunter Adult Education and Training
Workers Educational Association – Hunter
WEA Coast
Alesco Senior College
Alesco Secondary College

Authority was granted by the Australian Securities and Investments Commission under Section 383 of the Corporations Law on 309 May 1994 to omit 'Limited' from the trading name.



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