

The logo features the word "Jobsbank" in a white, sans-serif font, centered between two overlapping circles. The circle on the left is a dark navy blue, and the circle on the right is a medium blue. The background is a solid dark navy blue.

# Jobsbank<sup>®</sup>

Navigating social procurement,  
diversity & inclusion

Annual Report 2021

## Recognition of traditional custodians

Jobsbank

Jobsbank acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the land on which we work. We pay our respects to their culture, their connections to Country and community, and to Elders past, present and emerging.

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“Jobsbank has helped us identify a series of easy actions that will allow us to become a more socially inclusive workplace. We are committed to lead by example in the hospitality sector in delivering food and service excellence.”

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**Michelle Biddle**  
CEO, Peter Rowland

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# A message from our Chair

## Creating an inclusive future.

Few periods in recent memory have presented as much uncertainty as the times in which we find ourselves.

But in uncertainty lies the challenge to imagine better futures, and importantly, the opportunities to create them.

While it launched in 2018, well before COVID-19 transformed the way we live, the Social Procurement Framework remains emblematic of these opportunities.

Victoria's commitment to social procurement ensures our recovery from the pandemic will be an inclusive one.

The framework means current and future investments from government and business are responsive to those who've been impacted most: women, young people, Aboriginal and Torres Strait Islander peoples, long term unemployed, Victorians of multicultural backgrounds, older Victorians and those with disabilities.

Just as the Social Procurement Framework has only become more vital, so too has the work of Jobsbank: partnering with employers and government to help navigate social procurement, diversity and inclusion.

On the strong foundations laid by establishing CEO Lisa Buckingham and her team, Corinne Proske joined in December 2020 and has consolidated Jobsbank as a nimble, strategic and committed organisation making real and significant strides towards a fairer and more inclusive workforce in Victoria.

One example is our work with major event partners. Despite massive upheaval across the arts, entertainment and cultural sectors, the Jobsbank team has ensured that when Victoria's wonderful major events calendar gets underway once more, the Australian Open, Melbourne International Comedy Festival, the Melbourne Food and Drink Festival and the Grand Prix will all benefit from the inclusion of diverse staff from a range of cohorts.

Jobsbank's first research partnership is likewise a statement of intent. By joining Diversity Council Australia to investigate the hidden talent in Australia's labour market, Jobsbank is creating research that will provide government and industry with practical, strategic data that strengthens the case for inclusive employment.

This time last year, no-one could have foreseen the position we would find ourselves in now, and no-one can see where we will find ourselves in 12 months. But by working with employers to create productive, diverse workplaces, Jobsbank is ensuring our future will see more Victorians benefiting from the transformative power of meaningful employment.

Finally, I want to thank the Victorian Government, particularly the Minister for Employment, the Hon. Jaala Pulford and the hard-working team at the Department of Jobs, Precincts and Regions for their wonderful support of Jobsbank. In addition, I'm extremely grateful to my fellow Board Members, including Simon Phemister and Gill Callister, who helped establish Jobsbank, and to each and every one of our dedicated and talented team.



**The Hon. Wade Noonan**  
Jobsbank Chair

# From the CEO

## Moving forward, together.

Every Friday afternoon, I bring my team together and close the week by asking each member to reflect on their highlights.

Whether around the boardroom or our individual screens at home, when a new partnership or job placement is mentioned, it's always welcomed with excitement and gratitude.

This enthusiasm is not simply driven by meeting a target or facilitating the creation of a job for someone who needs it. It's also a sense we are helping introduce – with every jobseeker who becomes an employee, every partner who embraces social procurement – a change in our culture.

Jobsbank is on a mission to help employers navigate the Social Procurement Framework to create opportunities for priority jobseekers. Opportunities that are sustainable, and which lead to growth and prosperity for individuals, communities, and just as importantly, the businesses who work with them.

From the outside, social procurement and inclusive employment can seem complex paths to walk. But rest assured, we know this journey.

The Jobsbank team is one not easily put off by a challenge. It is diverse, experienced, strategic, empathetic, understands how to work through complexity, and has deep industry experience. Jobsbank sits in the centre of the Victorian employment ecosystem, working closely with government and industry stakeholders to navigate policy and help businesses thrive commercially.

It is a team that understands social innovation. Our coming Inclusion Hub, detailed on page 6, is a showcase of how we partner with community organisations to create genuinely innovative solutions to employment and procurement challenges across a range of industries.

And finally, Jobsbank is a team of good people, with a genuine, deeply felt commitment to social change.

As we learn to live with COVID-19, business must find ways to continue driving performance and at the same time, rethinking strategy. Jobsbank aims to help facilitate these changes in a way that benefits individual business, while also contributing to society as a whole through social procurement.

There is no doubt that – much as sustainability initiatives are now commonplace and front of mind – the shift toward genuine inclusion and social enterprise is already underway. To be part of the cutting edge of this movement – to be working to ensure our recovery is best practice and leaves no-one behind – is hugely exciting and energising.

We look forward to joining you on your journey.



**Corinne Proske**  
CEO

# The Inclusion Hub: Not your average job board

For businesses committed to inclusive employment, what is the first step to connect with jobseekers facing barriers between themselves and the workforce?

And in the cut-and-dried world of online employment portals, how can those jobseekers be supported to showcase their skills?

To help create these vital initial links and ensure businesses focussed on diversity and inclusion can find and hire the right candidates, Jobsbank has been building its "Inclusion Hub", a web portal that enables business to see candidates' true potential.

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## The Inclusion Hub is a platform implementing innovative software developed by the Australian social enterprise, Refugee Talent.

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Designed to help capture candidates' skills, experience, and aspirations, it will only be accessible to employers and referral organisations representing specific communities. When employers enter job opportunities on the platform, they are matched with appropriate candidates.

As Refugee Talent's Chief Storyteller Andrew Keast puts it, what makes the Inclusion Hub stand apart from other employment platforms is that it allows supportive community organisations and employment agencies to be part of the process.

The Inclusion Hub, Andrew says, "is the first of its kind in the country that recognises the value of referral partners in inclusive employment, and the role they can play supporting candidates."

On most job boards and career portals, only the candidate can submit their resume or address a job's key selection criteria.

"We know what that means for those candidates who have English as a second language, or have any other perceived barriers to employment," says Andrew.

"This community wrap-around piece is a method that ensures the candidate is seen, is screened and selected in the right way."

The platform enables employers to meet specific diversity and inclusion objectives whilst removing some of the barriers many jobseekers face. "The employers registered with us are committed to inclusive employment and specifically, looking for hidden talent," explains Suzanne Hewitt, Jobsbank's Digital & Innovation Advisor.

"Our platform filters candidates and comes up with the best match. We have job-ready people who have been through a blind assessment based on their skills. Building the Inclusion Hub meant dealing with a series of challenges that emerged from the sheer complexity of the project."

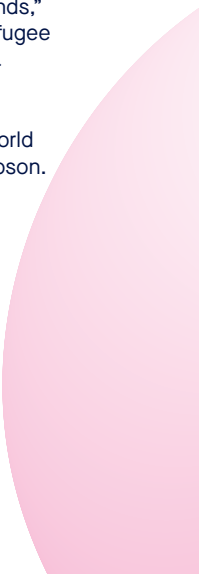
"We had to coordinate many variables, well beyond the logic and the build of the actual platform," explains Leigh Jones, Jobsbank Digital & Innovation Manager. "We also had to consider different end users. Practically, we have been building separate mini projects for each stakeholder – the employers, the community organisations, Jobsbank staff, the candidates."

All this was made possible because everyone involved stayed focused on the endgame: Jobsbank's vision to build an effective tool that will allow users, employers, recruiters, community organisations and jobseekers to get the best outcome: great placements, without the stress associated with the process.

"Think of it as a meeting place —or rather, as a meeting of the minds," says Antonios Frangos, Technology Business Development at Refugee Talent, who has been working closely with the Jobsbank Digital & Innovation team.

"We share the same vision with Jobsbank, to build an inclusive world by employing diverse people," says Refugee Talent CEO Anna Robson. "It's an exciting partnership."

Inclusive employment with peace of mind.



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“Jobsbank as a partner has been able to support us to champion inclusive employment and social procurement best practice.”

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**Jacquelin Saultry**  
Regional Social Sustainability Manager (VIC, SA), Lendlease



The team from Refugee Talent have developed a new employment portal that matches Jobsbank partners with jobseekers while creating unique opportunities for them to be supported through the online recruitment process. From L-R, Refugee Talent's Anna Robson, Shivangi Malhotra, Nirary Dacho, Mashaal Ahmed, Antonios Frangos and Andrew Keast. Photo courtesy Refugee Talent.

# Research for employer impact

## Jobbank and Diversity Council Australia

Where are the hidden pools of talent in Australia's labour market?

How can employers better find, attract and recruit willing jobseekers who aren't on traditional recruitment radars?

With COVID-19 putting a prolonged halt on skilled migration and the current national unemployment rate showing very few jobseekers in the market, there's no question that innovative approaches are needed to connect employers with their future workforce.

Jobbank is fortunate to have close working relationships with both government policymakers and employers from a range of sectors. But we also recognise the value for all stakeholders in extending our relationships to research bodies who can create an evidence base for these much-needed new approaches, and who can help inform best practice.

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**Our aim is to use research not only to begin discussions, but as a powerful, practical tool for everyone – both stakeholders and clients.**

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Knowing how pressing the two questions are at the top of this page, we're excited to be partnering with Diversity Council Australia (DCA) to explore how Australian employers can diversify who and how they hire.

Following their leading Australian research into cultural diversity and the impacts of class in Australian workplaces, DCA will bring its best-practice approach to bear on helping employers understand and effectively recruit from the full diversity of Australia's hidden workforce.

Low unemployment rates are hiding the fact that close to 8 per cent of Australians are underemployed, with another 8 per cent making up what's known as "discouraged" job seekers – people who want to work, but have given up looking for reasons associated with the labour market.

"Behind our topline employment numbers sit many jobseekers who want or need more hours, are currently in jobs that may not be suited to their skills and expertise, or who may have opted out of looking for work during the pandemic," says Jobbank CEO Corinne Proske.

"At the same time, sectors such as aged care have long pointed to ongoing worker shortages that will only get more urgent. We're delighted to be working with DCA to help employers size up the hidden market and give us a real understanding of the barriers to connecting with a diverse cohort of jobseekers."

"In June 2021, almost one in five Australian businesses did not have enough staff based on current operations, and 27 per cent reported having difficulty finding suitable staff to fill jobs," says Jane O'Leary, Research Director at DCA. "With an average of less than 3 unemployed people applying for every advertised job (compared to 4.4 in February 2020, ahead of the first Covid lockdowns), this is no surprise."

Work on this inclusive recruitment research will start soon, with results expected in 2022.





Despite low unemployment rates, many Australians are working far less hours than they need.

Jobscan's new research partnership with DCA is a step towards understanding the problems, and the solutions.

Photos by Tim Grey.



# From little things, big things grow

## OC Connections Enterprises

### With Jobbank seed funding, OC Connections is developing a ground-breaking “business in a box.”

Each year, OC Connections, one of Victoria’s most trusted disability support services, provides life changing opportunities to hundreds of participants.

The organisation offers a range of specialised and innovative employment services across Melbourne, from supports in employment, career planning and goal setting, to skills training, job placement and work experience opportunities. Overall, 110 people are employed by OCC’s enterprise arm. The roles vary from IT & office-based work to labour hire, while some get specialised support at their workplace via an ‘open employment’ stream.

Now, with the support of Jobbank, OC Connections Enterprises (OCCE) are getting ready to test an innovative pilot in Melbourne’s west.

In 2016, OCCE developed a unique carwash service – a waterless system that uses environmentally friendly and biodegradable products. The system gave the OCCE team flexibility to work on site at their customer’s premises, providing a fully mobile fleet cleaning system.

“If I had to describe it with one word, I would tell you the project has gone gangbusters!” says Steve Betinsky, General Manager of OCCE.

Current customers include Victoria Police, WPA, McConnell Dowell, VICRoads, Bapcare and some car yards. “Our customers are largely government and private fleet operators. State government funded agencies and projects have obligations to unlock social value under the Victorian Social Procurement Framework,” Steve says. “In the last 12 months the business has grown so quickly we don’t have enough people to fulfill the work coming our way. We have a waiting list.”

Looking into ways to expand their model, OCCE came up with the Blended Workforce Pilot, which seeks to partner with other agencies and match their own workforce with other jobseekers who may be facing barriers to employment.

“We are aware of the many cohorts with difficulty accessing the jobs market,” Steve says. “For some jobseekers, a placement like this could be a survival job, getting a foot in the door, getting work experience in the Australian context. They could come out of a carwash placement with transferable skills, a resume and a job reference. It also gives our own workforce social interactions with a diverse range of people.”

To date, OCCE has connected with three agencies across Melbourne to set up three different Blended Workforce Pilots: one with Asylum Seeker Resource Centre, one with Social Engine (supporting youth at risk) and one with Kirrip Aboriginal Corporation.

Western Program Alliance (WPA), a mature player in the social procurement space, came in as part of the project and committed to four worksites which will provide the commercial work to drive the pilots.

“Everything is good to go but at this stage, there are a lot of ‘known unknowns’, and one of the critical parts is to monitor our pilots effectively,” explains Steve. “That’s why Jobbank’s funding is so important.”

The project is a fantastic demonstration of the power in social procurement – where spend can not only deliver an essential service, but one with clear social impact.

Jobbank’s involvement is centred on testing and scaling the operation for expansion statewide, with an aim to create an estimated 200 jobs in the next two years, with a focus on regional areas where employment can be particularly challenging.

“We have our Theory of Change in place, and now we need to test our hypothesis,” Steve says. “We suspect there might be different outcomes for different cohorts in our pilots, and want to capture the complexities and the challenges. Our findings will be our inputs in designing and releasing our model to the market.”

The endgame will be a “business in a box” carwash that OCCE can provide to agencies.

“It will open up employment opportunities. These could be in a remote community and might be led by an Indigenous organisation, or in regional Victoria, or another disability organisation could run the business,” says Steve. “It’s good to know that Jobbank is in our corner.”

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“We are partnering with Jobbank to help us build capacity in the process of identifying hidden jobseekers for our organisation. We are committed to lead best practice, not only through policy but authentically through practice, to build a truly inclusive and diverse workforce.”

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Georgina Poulos  
Global Director, People, T2



OCCE team member Maria, at work on a brighter future.  
Photo courtesy OCCE.

# The path to a happier, more inclusive workforce

## Charting Jobsbank's Business Engagement process

When Helen Williams, Executive Director of Business, Engagement & Inclusion, started her Jobsbank journey in January 2021, Victoria was 10 months into the pandemic, with a complex employment system presenting additional challenges.

With her new team, it was clear some innovative thinking was required to help businesses navigate social procurement and inclusive employment.

"We needed to pause, observe, and take a deep dive into the market, mapping all viable scenarios," Helen says.

That deep dive included looking at government priorities, identifying cross-sector needs, and talking to employers, community organisations, social enterprises, jobseekers and professional bodies to get an understanding of both employment pain points and opportunities.

With mapping complete, the Business Engagement team began identifying mature, sector-leading employers, building relationships with, as Helen says, "Those who have an authentic voice, are delivering good work and want to grow their impact. We choose to explore partnerships where we can help build sustainability and scale."

The Jobsbank team strengthens businesses by supporting social procurement through diversifying suppliers and offering tailored, practical support to recruit and retain hidden jobseekers.

"We tap these businesses on the shoulder and say, Hey, we can see you're doing great work. We're a small, agile team, so let's work together to drive outcomes around some of the bigger industry problems. Together we can go deeper and wider and lead by example to the market. Let's show your sector what best practice looks like."

What follows is an assessment of specific business needs, and discussion around where and how to provide support. This may result in a pilot program to identify particular jobseeker cohorts the employer is hoping to engage with, or it could focus on building deeper diversity into supply chains.

Working with Jobsbank's network of suppliers, the team's next step is to present a shortlist of skilled, diverse candidates and suppliers for the employer to consider – taking into account organisational and cultural fit. Jobsbank's Business Engagement team also encourages employers to look internally for diverse staff who may represent hidden opportunities within their own organisation.

Throughout the journey, Jobsbank looks to bring people and opportunities to the table while meeting employers where they are. At each step, the Business Engagement team is mindful of creating cohesion, confidence and positive experiences while bringing change agents together to prepare organisations for socially inclusive recruitment, providing support for both candidates and employers.

The team also partners with special event employers to deliver short, sharp demonstrations that highlight the potential of diverse candidates, while exposing them to challenging work environments such as the Australian Open and the Melbourne Comedy Festival.

Jobsbank's method gradually breaks down bias within organisations. It provides assurance for event employers through detailed project and risk management, and the bespoke development of processes and engagement frameworks.

"We are an independent voice and a critical friend that journeys shoulder to shoulder alongside employers to help them understand what is working well, and where their blindspots are, to ensure they progress in their social procurement journey," says Helen.

# Our Business Engagement Team

## On what they value most about the way they work



**Alison Read**  
Senior Consultant, Industry  
Partnerships & Inclusion

"I can witness the impact of my work."

"I like the structure, the rhythm, the way we are synchronised with each other, but most of all, I love how close I am to the direct outcome of my job. For the first time, I can see the impact of what I am doing. "



**Tich Gowora**  
Advisor, Special Projects &  
Inclusion

"The talent amazes me every time."

"We find the hidden gems – that's the part I love the most about our job. We come across extraordinary candidates and make them visible."



**Daniel Martinez**  
Senior Consultant, Industry  
Partnerships & Inclusion

"When we go out to the market, we are open to feedback."

"We are always listening and open to conversations, as we are out there to learn as well. All the learnings are constantly informing our strategies."



**Rebecca Desiree**  
Special Events Coordinator

"We are a healing hand."

"This team has helped me reclaim my confidence. That's how we work. When we connect with candidates, our priority is to make them feel valued. We work with compassion."



**Tyron Bravo**  
Advisor, Industry, Partnerships &  
Inclusion

"Our work culture is invaluable."

"Harmonisation; that's our point of difference. We are working in an environment of thought leadership and genuine collaboration, where everyone is open to hearing each other's ideas. That's rare and exciting."



**Helen Williams**  
Executive Director, Business,  
Engagement & Inclusion

"We live our values and test our model internally – then we go to the market."

"Putting together a group of diverse people won't do the job by itself. The critical point is to provide the space for people to develop relationships and create a system where their skills complement each other - that way, their personal challenges become the team's strengths. That's the beauty of our team."

# Enabling hidden talent

## One jobseekers' journey

**Since arriving in Victoria, Rebecca Desiree has had to cross many bridges to find her way back to meaningful employment. Rebecca is now Special Events Coordinator in the Jobsbank Business Engagement team.**

In her previous life, Rebecca would start her day walking along Rue de Geneve. Her walk to work took just a few minutes and included the border crossing from France to Switzerland.

With a background in accounting, Rebecca worked for almost two decades in various roles, and had particularly enjoyed her transition to the tourism industry, and a role as a hotel manager.

It was flexible for a working mum and ideal for an ambitious professional. She took care of day-to-day activities and designed and coordinated detailed itineraries for guests while remaining in her comfort zone, as an introvert by nature.

Two years ago, her husband's job brought Rebecca and her two young children to Melbourne. Suddenly and shockingly, she went from being a busy professional and working mum to a "migrant with no language," waiting for her partner visa.

During those first months, Rebecca was not prepared for the paperwork, nor the social isolation. She had no experience of a life without friends, family, or a support network. But most importantly, she had never experienced life without a job.

"I found myself in a bizarre situation," she recalls. "Where you have no one to talk to, you are alone counting the hours for your partner to return home from work, trying to get through each day. My brain was frozen; I wasn't thinking like myself anymore, but I tried to keep myself busy. Luckily, I am a book lover. I started language lessons at the local library and have been learning English through books."

Rebecca began volunteering at the Brotherhood of St. Lawrence Op shops. Working in retail was something she knew how to do, and soon, she was the one training new volunteers. Then one day, she came across a job ad for the Australian Open.

"I sent an email and got a reply. But I was in terror of the language barrier. Then I got the call from Jobsbank. "Oh you speak French," they told me. 'That's good.'"

In the meantime, the pandemic had hit, and the city went into lockdown. Rebecca's interview process was done via Zoom. Through Jobsbank, she received support to apply for the job and prepare for the interviews. She passed the first test; then passed the second.

And then she got the phone call.

"That moment when they told me I got the job, I felt the relief you feel when you are carrying something across. It was the same relief I felt when I gave birth to my children."

It was a hospitality role in the VIP section, giving directions and helping visitors.

"I felt like I was coming back to life. Those three weeks with the Australian Open were enough for me to feel some self-value returning to my system," says Rebecca. She then applied via Jobsbank for a role at the Grand Prix. Unfortunately, the event was cancelled before hires could be made.

But Jobsbank came back to her with a job offer to work with employee candidates in special events.

"My first reaction was, 'but my English is not good enough'," she remembers. "But nothing seems too difficult for the Business Engagement team. They said, 'let's try it out, we'll start small, and you will have someone to help you with the language.'"

The emotion this time was different.

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**"I felt that I can now cross the bridge. I can continue my way. I was overwhelmed with joy."**

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Since then, Rebecca has been working at Jobsbank, building the profiles of candidates and supporting them during Special Event Projects.

"I know we cannot fix humans, but we can fix the things around them," she says. "When I talk to people, I can tell which one is really struggling. That's why every little story of success gives me joy that is difficult to put in words."

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“Jobsbank’s support is helping us to tap into high quality hidden jobseekers for our social enterprise.”

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Susan Boyce  
CEO Ability Works



Rebecca at work during the 2021 Australian Open (above), and with colleagues who also found roles at the Open through Jobsbank (left).

# Supporting best practice procurement and inclusive employment

How Jobbank is celebrating excellence in diversity and inclusion

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Where government initiatives such as the Social Procurement Framework are inspiring widespread change, so too are individual employers.

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There are many who share the vision of a more diverse, equitable and inclusive Australian workforce – employers going the extra mile by putting frameworks in place to ensure hidden jobseekers are not overlooked, social procurement options are always considered and all members of their organisation feel genuinely included.

For the first time in June 2021, Jobbank presented Australia's Champion Employer of the Year award at the National Employment Services Association (NESA)'s annual conference in Canberra.

The award recognises employers who create sustainable opportunities for some of Australia's most disadvantaged job seekers, and was presented by Jobbank CEO Corinne Proske and NESA CEO Sally Sinclair.

This year, Australia's Champion Employer of the Year went to Angela Brown of Angie's Domestic Duties. After starting her Toowoomba-based business in 2014, Angela Brown now employs almost 50 staff, many of whom are people living with disabilities or who have faced barriers to finding work in the past.

Accepting the honour, Angela said "This award means the world to me because it reflects the importance of giving people a chance to shine, and an opportunity to fulfil a fundamental right: that everybody deserves meaningful employment."

Presenting this award not only affirms Jobbank's commitment to supporting and celebrating best practice in the sector, it gave us the opportunity to speak to and create relationships with some of the organisations creating that best practice.

Sodexo Australia was one of three finalists for this year's award alongside Angie's Domestic Duties. With more than 6,000 employees, Sodexo delivers a range of integrated services and has long been committed to the reconciliation process, implementing a strategy it describes as based on opportunity, respect and relationships. The company has over 300 Indigenous employees in WA, more than half employed full time. Sodexo's Jacqui Bainbridge, General Manager, Indigenous Affairs, Diversity and Inclusion, shared with us how it incorporates its reconciliation responsibilities across the entire organisation, in a discussion we published on the Jobbank website.

This approach – of partnering with organisations such as NESA and promoting the work of inclusive employers through Jobbank channels – is a central part of Jobbank's mission to help change business practices and showcase success.

While working to see social procurement and inclusive employment adopted as widely as possible, we celebrate and promote the many other organisations pushing in the same direction.

Jobbank's NESA award sponsorship is the first of many such partnerships. In the coming year we are supporting the Australian HR Institute awards, and will be joining the Victorian State Government in partnering with the Globe Awards to celebrate achievement in Victoria's Lesbian, Gay, Bisexual, Transgender and Intersex communities. Keep an eye out for more.



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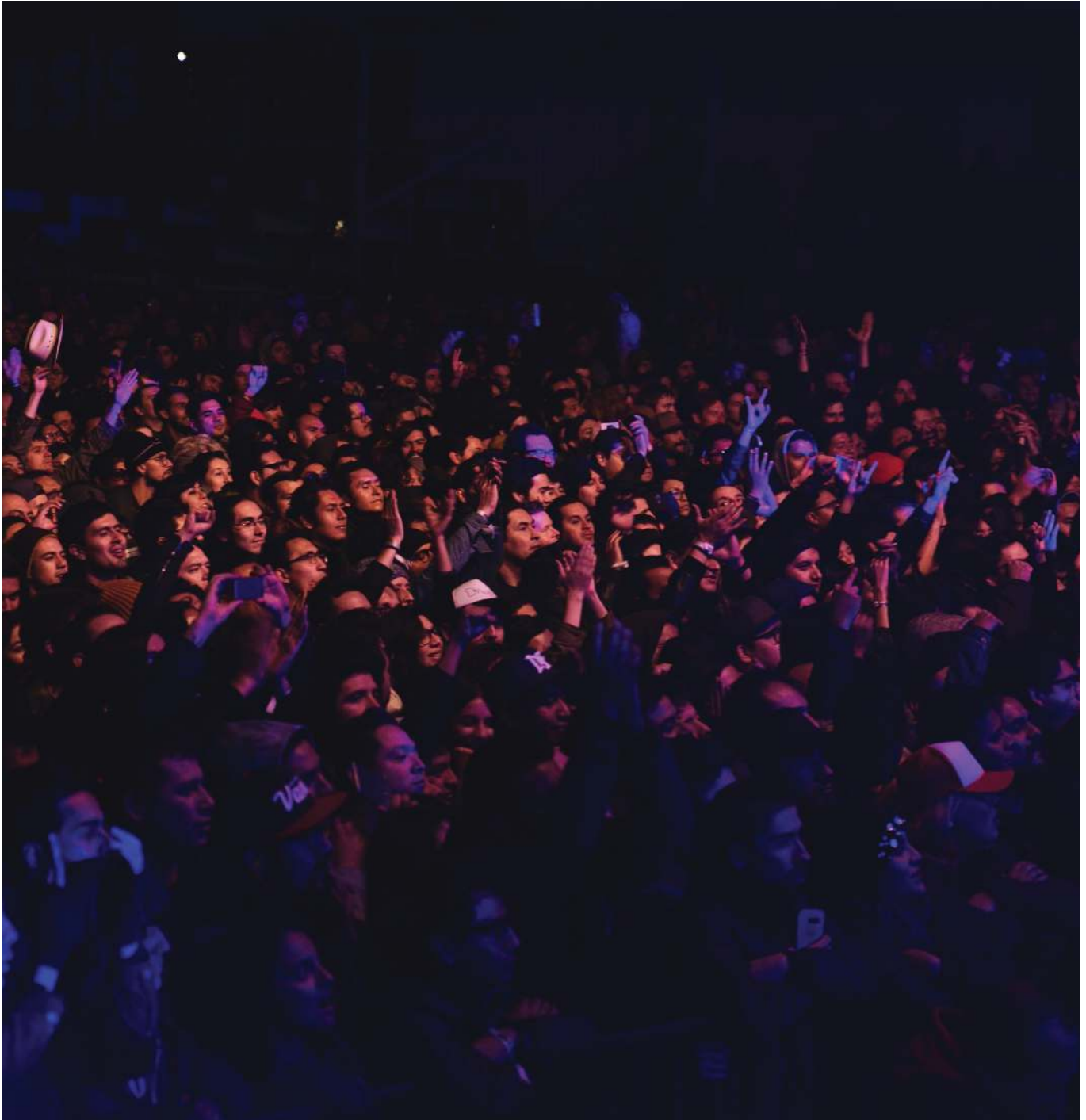
“Jobsbank has enabled us to streamline the process of identifying candidates for our enterprise, resulting in the creation of a sustainable pipeline of hidden jobseekers to support our expanding business.”

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Rob Brown  
CEO Fruit2Work



Angela Brown accepts her award for Australia's 2021 Champion Employer of the Year at the NESA Gala Dinner in June, 2021. Photo by Photox Canberra.



Jobsbank works closely with many of Victoria's major events to create opportunities for a range of jobseekers. Here's to seeing them back in action in 2022. Photo by Laura May Grogan.

# The Jobsbank Board

## Current members



**Wade Noonan**



**Briar Stevens**



**Sameer Sondhi**



**Leigh Hardingham**



**Justine Moss**



**Jim Hilaris**

## Prior members

**Gillian Callister**  
Resigned 29 July 2020

**Simon Phemister**  
Resigned 22 April 2021

**Dean Rioli**  
Resigned 22 April 2021

# The Jobsbank Team



**Corinne Proske**  
Chief Executive Officer



**Edel Conroy**  
Executive Manager



**Tim Fisher**  
Director of Communications,  
Marketing & Research



**Suzanne Hewitt**  
Advisor, Digital and Innovation



**Helen Williams**  
Executive Director of Business,  
Engagement & Inclusion



**Oliver Tripodi**  
Director of Stakeholder Relations



**Leigh Jones**  
Manager of Digital & Innovation



**Daniel Martinez**  
Senior Consultant, Industry  
Partnerships & Inclusion



**Alison Read**  
Senior Consultant, Industry  
Partnerships & Inclusion



**Tyron Bravo**  
Advisor, Industry,  
Partnerships & Inclusion



**Tich Gowora**  
Advisor, Special Projects  
& Inclusion



**Rebecca Desiree**  
Special Events Coordinator



**Sophia Fatouros**  
Senior Strategic  
Communications Advisor



**Rebecca Mackinnon**  
Manager, Advocacy &  
Strategic Communications



**Debra Wannan**  
Accounts Manager

# Financial report

For the year ended 30 June 2021



## Directors' report

The directors present their report together with the financial report of JobsBank Limited for the year ended 30 June 2021 and auditor's report thereon.

### Directors names

The names of the directors in office at any time during or since the end of the year are:

<b>Wade Noonan</b>	
<b>Gillian Callister</b>	(Resigned 29 July 2020)
<b>Simon Phemister</b>	(Resigned 22 April 2021)
<b>Briar Stevens</b>	
<b>Dean Rioli</b>	(Resigned 22 April 2021)
<b>Sameer Sondhi</b>	(Appointed 29 July 2020)
<b>Leigh Hardingham</b>	(Appointed 24 December 2020)
<b>Justine Moss</b>	(Appointed 16 June 2021)
<b>Jim Hilaris</b>	(Appointed 16 June 2021)

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

### Results

The surplus of the company for the year amounted to \$2,542,976 (2020: \$3,804,304).

### Short-term and long-term objectives and strategies

#### The company's short-term objectives are to:

- Progressively implement the priority actions set out in the Strategic Plan;
- Articulate the value proposition for business, community, government and jobseekers; and
- Refine the operating model and its component parts.

#### The company's long-term objectives are to:

- To partner with employers and government to understand and secure the benefits of inclusive
- employment and create more jobs for priority jobseekers.

#### To achieve its short-term and long-term objectives, the company has adopted the following strategies:

- Make employing priority jobseekers work for Victorian businesses and Government;
- Be the thought leader in inclusive employment and social procurement;
- Promote the benefits of inclusive employment and break down negative stereotypes; and
- Establish JobsBank as a recognised and valued partner.

### Principal activities

To carry out the company's strategies and to achieve its short-term and long-term objectives, the company engaged in the following principal activities during the year.

The principal activities of the company during the year were to support businesses to recruit priority jobseekers in partnership with business, government and the community and to promote the benefits of inclusive employment and the Social Procurement Framework.

### After balance date events

On 11 March 2020 the World Health Organisation declared an ongoing global outbreak of a novel coronavirus ('COVID-19') as a pandemic.

During the financial year and subsequent to reporting date, the pandemic and the Australian Government response to the pandemic continues to inhibit general activity levels within the community and economy.

Except for COVID-19 and subsequent government actions as stated, the impact of which on the company cannot be determined with certainty at this time, there has been no further matters or circumstances, which has arisen since 30 June 2021 which has significantly affected or which may significantly affect:

- the operations, in financial years subsequent to 30 June 2021, of the company, or
- the results of those operations, or
- the state of affairs, in financial years subsequent to 30 June 2021, of the company.

## Information on directors

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**Wade Noonan**, Board Chair (also Chair of Audit Committee)

### Qualifications

Graduate Certificate in Human Resource Management, AICD, Company Directors Course

### Experience

Experience with serving on a number of boards and advisory groups in the public health, commercial and not for profit sector. Currently on the advisory board for Victorian Health Building Authority and Homes Victoria, Director with Forensicare, VERNet and the Western Bulldogs Community Foundation (not for profit). Also, formerly, cabinet minister for Industry, Employment, Resources, Police and Corrections and chair of YMCA Bridge Project.

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**Jim Hilaris**, Director

### Qualifications

Bachelor of Business Accounting, Masters of Business Administration (MBA), CPA (Australia) and GAICD

### Experience

Current General Manager of Procurement and Supply Chain at Metro Trains. Extensive executive experience leading transformational change in disrupted environments across community and commercial sectors, with functional expertise in; Procurement Supply Chain, Finance; Business Process Improvement; Risk and Project Management. At board level highlights include; currently Independent Member Finance & Audit Committee at Connect Health.

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**Simon Phemister**, Director

### Qualifications

Executive Master of Public Administration, Bachelor of Business (Asia Pacific Studies), International Studies and Mandarin Chinese

### Experience

Secretary for the Victorian Department of Jobs, Precincts and Regions. Formerly held senior roles in Federal and State government including Deputy Secretary Economic Policy & State Productivity for the Department of Premier and Cabinet (Vic) and Deputy Secretary of Policy and Strategy Group for the Department of Human Services, Victoria.

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**Briar Stevens**, Director (also Chair of Audit Committee)

### Qualifications

Bachelor of Arts (Anthropology & Fine Arts) and Master of Commerce (Human Resource Management)

### Experience

Over 14 years in the philanthropic sector and currently a Grant Program Manager at Equity Trustees. Formerly, co-founder of Managing Director Guided New Zealand and Programs Coordinator for ZANE (Zimbabwe a National Emergency). Also, previous experience as Account Control Manager and Secretary Charitable Foundations for ANZ Trustees.

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**Dean Rioli**, Director

### Qualifications

Year 12 Lakeland Secondary College, Into Business Online Indigenous Business Australia and Victoria Police Leadership course.

### Experience

Over 14 years' experience in recruitment, pre-employment training, pre and post placement mentoring, cultural competency training and business development. Currently, Managing Director of Bunji Hire and Deputy Chair of Bridging The Gap Foundation. Formerly, Chairman of Rioli Fund for Aboriginal Health, Managing Director of Aboriginal Maritime Limited, Indigenous Specialist for Downer Infrastructure Services and Indigenous Affairs Manager for John Holland NT.

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**Leigh Hardingham**, Director

### Experience

Since June 2011 Leigh has been the Managing Director and principal consultant at Hardingham Pty Ltd and worked in the construction and infrastructure sector managing social procurement and inclusion on major projects. Since June 1997 she has also been a Trustee for the KL & LA Hardingham Family Trust that own and operate agricultural interests. Leigh's role includes financial management and marketing. Previously from 2003 – 2015, she was a Company Director at Arid Leadership and Training Australia Pty Ltd and as a working Director she developed and delivered strategies and programs to develop community resilience and personal leadership. These programs included training in governance, ethics and leadership styles.

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**Sameer Sondhi, Director**
**Qualifications**

Bachelor of Commerce and Bachelor of Laws

**Experience**

Current CEO Outlook (Aust.) Limited, Deputy Chair of Eastern Metropolitan Partnership, National Committee Member for National Disability Services. Has 13 years' experience in investment banking working as Vice President in M&A and Capital Markets groups for Credit Suisse and Citigroup. Also, Director of Strategy & Growth for Lentara UnitingCare and Chief Operating Officer of international development NGO, Business for Development.

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**Justine Moss, Director**
**Qualifications**

Bachelor of Business, Cert IV International trade

**Experience**

Justine is the Managing Director and principal consultant at Justine Moss Consulting. She is a passionate advocate and an expert advisor within the Indigenous sector. Over the past 14 years she has worked within the Government, Corporate and Not for Profit sectors, striving to achieve greater opportunities for the Indigenous community in inclusive employment, social procurement, and Reconciliation. Justine's extensive experience has taken her from developing small Indigenous businesses at Koori Business Network to executive management working for the Australian Employment Covenant 50,000 Jobs, Reconciliation Australia delivering the Workplace Ready Program, Supply Nation as Head of Government Membership and Mind Australia as Reconciliation Action Plan Manager.

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**Gillian Callister, Director**
**Qualifications**

Bachelor of Social Work (with Honours) and Bachelor of Arts

**Experience**

Associate Dean of The Australia and New Zealand School of Government, Agency Management Committee of AHPRA and current member in the Monash University Council. Also, former Secretary for the Department of Education and Training, Victoria and past President of the Institute of Public Administration Australia (IPAA Victoria).

## Meetings of directors

Directors	Directors' meetings eligible to attend	Directors' meetings attended
Wade Noonan	8	8
Gillian Callister	1	1
Simon Phemister	7	4
Briar Stevens	8	7
Dean Rioli	7	5
Sameer Sondhi	8	8
Leigh Hardingham	4	3
Justine Moss	1	1
Jim Hilaris	1	1

## Members guarantee

The company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute to a maximum of \$10 each towards meeting any outstandings and obligations of the company. At 30 June 2021 the number of members was 6. The combined total amount that members of the company are liable to contribute if the company is wound up is \$60.

## Auditor's independence declaration

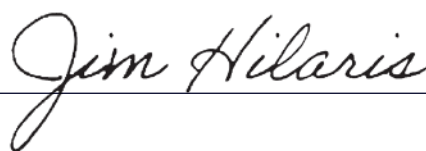
A copy of the auditor's independence declaration under section 307C of the *Corporations Act 2001* in relation to the audit for the financial year is provided with this report.

## Directors' report

Signed on behalf of the board of directors.



**Wade Noonan**  
Director



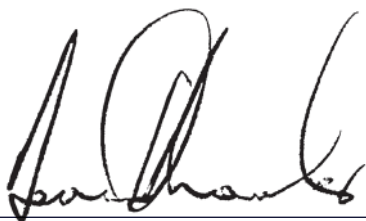
**Jim Hilaris**  
Director

Dated this Friday the 15<sup>th</sup> of October 2021



## Auditor's independence declaration to the directors of Jobbank Limited

In relation to the independent audit for the year ended 30 June 2021, to the best of my knowledge and belief there have been no contraventions of APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)*.



**D A Knowles**  
Partner

18 October 2021



**Pitcher Partners**  
Melbourne



## Statement of profit or loss & other comprehensive income for the year ended 30 June 2021

	Note	2021 \$	2020 \$
<b>Revenue and other income</b>			
Grant revenue	3	4,220,198	4,673,000
Other revenue	4	651	82
Government subsidies received	4	<u>37,500</u>	<u>62,500</u>
		<u>4,258,349</u>	<u>4,735,582</u>
<b>Less: expenses</b>			
Advertising expense		(75,534)	(17,756)
Depreciation and amortisation expense		(4,612)	(2,688)
Employee benefits expense		(1,199,778)	(652,195)
Occupancy expense		(78,364)	(51,162)
Program Expenses		(163,839)	(134,359)
Other expenses		<u>(193,246)</u>	<u>(73,118)</u>
		<u>(1,715,373)</u>	<u>(931,278)</u>
<b>Surplus before income tax expense</b>		2,542,976	3,804,304
<b>Other comprehensive income for the year</b>		-	-
<b>Total comprehensive income</b>		<u>2,542,976</u>	<u>3,804,304</u>

## Statement of cash flows for the year ended 30 June 2021

	2021 \$	2020 \$
<b>Cash flow from operating activities</b>		
Receipts from customers	4,664,052	5,184,403
Payments to suppliers and employees	(1,840,686)	(1,229,060)
Interest received	651	82
<b>Net cash provided by operating activities</b>	<u>2,824,017</u>	<u>3,955,425</u>
<b>Cash flow from investing activities</b>		
Payment for property, plant and equipment	<u>(5,062)</u>	<u>(16,349)</u>
<b>Net cash provided by / (used in) investing activities</b>	<u>(5,062)</u>	<u>(16,349)</u>
<b>Reconciliation of cash</b>		
Cash at beginning of the financial year	3,939,076	-
Net increase in cash held	<u>2,818,955</u>	<u>3,939,076</u>
<b>Cash at end of financial year</b>	<u>6,758,031</u>	<u>3,939,076</u>

## Statement of financial position as at 30 June 2021

	Note	2021 \$	2020 \$
<b>Current assets</b>			
Cash and cash equivalents	5	6,758,031	3,939,076
Receivables	6	34,063	18,397
Other assets	7	42,607	7,200
<b>Total current assets</b>		<u>6,834,701</u>	<u>3,964,673</u>
<b>Non-current assets</b>			
Property, plant and equipment	8	<u>14,112</u>	<u>13,661</u>
<b>Total non-current assets</b>		<u>14,112</u>	<u>13,661</u>
<b>Total assets</b>		<u>6,848,813</u>	<u>3,978,334</u>
<b>Current liabilities</b>			
Payables	9	453,655	95,151
Provisions	10	44,167	15,130
Other liabilities	11	1,802	62,000
<b>Total current liabilities</b>		<u>499,624</u>	<u>172,281</u>
<b>Non-current liabilities</b>			
Provisions	10	<u>1,909</u>	<u>1,749</u>
<b>Total non-current liabilities</b>		<u>1,909</u>	<u>1,749</u>
<b>Total liabilities</b>		<u>501,533</u>	<u>174,030</u>
<b>Net assets</b>		<u>6,347,280</u>	<u>3,804,304</u>
<b>Equity</b>			
Retained earnings	12	<u>6,347,280</u>	<u>3,804,304</u>
<b>Total equity</b>		<u>6,347,280</u>	<u>3,804,304</u>

## Statement of changes in equity for the year ended 30 June 2021

	Retained earnings \$	Total equity \$
<b>Balance as at 1 July 2019</b>	-	-
Surplus for the year	<u>3,804,304</u>	<u>3,804,304</u>
<b>Total comprehensive income for the year</b>	<u>3,804,304</u>	<u>3,804,304</u>
<b>Balance as at 1 July 2020</b>	3,804,304	3,804,304
Surplus for the year	<u>2,542,976</u>	<u>2,542,976</u>
<b>Total comprehensive income for the year</b>	<u>2,542,976</u>	<u>2,542,976</u>
<b>Balance as at 30 June 2021</b>	<u>6,347,280</u>	<u>6,347,280</u>

# Notes to financial statements for the year ended 30 June 2021

## Note 1: Statement of significant accounting policies

The financial report is a general purpose financial report that has been prepared in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and Australian Accounting Standards - Reduced Disclosure Requirements, Interpretations and other applicable authoritative pronouncements of the Australian Accounting Standards Board.

The financial report covers JobsBank Limited as an individual entity. JobsBank Limited is a company limited by guarantee, incorporated and domiciled in Australia. JobsBank Limited is a not-for-profit entity for the purpose of preparing the financial statements.

The financial report was approved by the directors as at the date of the directors' report.

The following are the significant accounting policies adopted by the company in the preparation and presentation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

### (a) Basis of preparation of the financial report

#### Historical Cost Convention

The financial report has been prepared under the historical cost convention, as modified by revaluations to fair value for certain classes of assets and liabilities as described in the accounting policies.

#### Significant accounting estimates and judgements

The preparation of the financial report requires the use of certain estimates and judgements in applying the company's accounting policies. Those estimates and judgements significant to the financial report are disclosed in Note 2 to the financial statements.

### (b) Going concern

The financial report has been prepared on a going concern basis.

The company is dependent on the ongoing financial support from the State Government and Department of Jobs, Precincts and Regions at 30 June 2021.

### (c) Revenue from contracts with customers

#### Revenue from government grants

Grant funding is recognised in the statement of comprehensive income when there is reasonable certainty that the grant will be received and all grant conditions have been met. Where this is not the case the relevant funding is considered to be received in advance of entitlement and is recognised as a liability in the statement of financial position.

#### Receivables from contracts with customers

A receivable from a contract with a customer represents the company's unconditional right to consideration arising from the transfer of goods or services to the customer (i.e., only the passage of time is required before payment of the consideration is due). Subsequent to initial recognition, receivables from contracts with customers are measured at amortised cost and are tested for impairment.

#### Contract liabilities

A contract liability represents the company's obligation to provide future services under contractual arrangements that contain enforceable and sufficiently specific performance obligations for which the company has received consideration (or an amount of consideration is due) in advance of those services being provided. Amounts recorded as contract liabilities are subsequently recognised as revenue as performance obligations are satisfied.

### (d) Income arising from the transfer of assets

The company derives income from the transfer of assets including grant funding under arrangements that do not satisfy the criteria to be accounted for as a 'contract with a customer'.

#### Establishment of JobsBank Limited Funding

The establishment of JobsBank Limited grant funding arrangement does not contain enforceable and sufficiently specific performance obligations and therefore does not satisfy the criteria to be accounted for as a 'contract with a customer'. The funding is recognised as income when received.

#### Victorian Employers and Job Seekers Funding

The Victorian employers and job seekers grant funding arrangement does not contain enforceable and sufficiently specific performance obligations and therefore does not satisfy the criteria to be accounted for as a 'contract with a customer'. The funding is recognised as income when received.

**(e) Other revenue and other income****Interest**

Interest revenue is measured in accordance with the effective interest method.

All revenue is measured net of the amount of goods and services tax (GST).

**(f) Leases**

At the commencement date of a lease (other than leases of 12-months or less and leases of low value assets), the company recognises a lease asset representing its right to use the underlying asset and a lease liability representing its obligation to make lease payments.

**Lease assets**

Lease assets are initially recognised at cost, comprising the amount of the initial measurement of the lease liability, any lease payments made at or before the commencement date of the lease, less any lease incentives received, any initial direct costs incurred by the company, and an estimate of costs to be incurred by the company in dismantling and removing the underlying asset, restoring the site on which it is located or restoring the underlying asset to the condition required by the terms and conditions of the lease, unless those costs are incurred to produce inventories.

Subsequent to initial recognition, lease assets are measured at cost (adjusted for any remeasurement of the associated lease liability), less accumulated depreciation and any accumulated impairment loss.

Lease assets are depreciated over the shorter of the lease term and the estimated useful life of the underlying asset, consistent with the estimated consumption of the economic benefits embodied in the underlying asset.

**Lease liabilities**

Lease liabilities are initially recognised at the present value of the future lease payments (i.e., the lease payments that are unpaid at the commencement date of the lease). These lease payments are discounted using the interest rate implicit in the lease, if that rate can be readily determined, or otherwise using the company's incremental borrowing rate.

Subsequent to initial recognition, lease liabilities are measured at the present value of the remaining lease payments (i.e., the lease payments that are unpaid at the reporting date). Interest expense on lease liabilities is recognised in profit or loss (presented as a component of finance costs). Lease liabilities are remeasured to reflect changes to lease terms, changes to lease payments and any lease modifications not accounted for as separate leases.

Variable lease payments not included in the measurement of lease liabilities are recognised as an expense when incurred.

**Leases of 12-months or less and leases of low value assets**

Lease payments made in relation to leases of 12-months or less and leases of low value assets (for which a lease asset and a lease liability has not been recognised) are recognised as an expense on a straight-line basis over the lease term.

**(g) Income tax**

No provision for income tax has been raised as the company is exempt from income tax under Division

50 of the Income Tax Assessment Act 1997.

**(h) Goods and services tax (GST)**

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

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

**(i) Property, plant and equipment**

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

**Plant and equipment**

Plant and equipment is measured on the cost basis.

**Depreciation**

Land is not depreciated. The depreciable amount of all other property, plant and equipment is depreciated over their estimated useful lives commencing from the time the asset is held available for use, consistent with the estimated consumption of the economic benefits embodied in the asset.

Class of fixed asset	Depreciation rates	Depreciation basis
Office equipment at cost	25%	Straight line
Computer equipment at cost	5%-20%	Straight line

#### (j) Employee benefits

##### (i) Short-term employee benefit obligations

Liabilities arising in respect of wages and salaries, annual leave and other employee benefits (other than termination benefits) expected to be settled wholly before twelve months after the end of the reporting period are measured at the (undiscounted) amounts based on remuneration rates which are expected to be paid when the liability is settled. The expected cost of short-term employee benefits in the form of compensated absences such as annual leave is recognised in the provision for employee benefits. All other short-term employee benefit obligations are presented as payables in the statement of financial position.

##### (ii) Long-term employee benefit obligations

The provision for other long-term employee benefits, including obligations for long service leave and annual leave, which are not expected to be settled wholly before twelve months after the end of the reporting period, are measured at the present value of the estimated future cash outflow to be made in respect of the services provided by employees up to the reporting date. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee turnover, and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that are denominated in the currency in which the benefits will be paid. Any remeasurements for changes in assumptions of obligations for other long-term employee benefits are recognised in profit or loss in the periods in which the change occurs.

Other long-term employee benefit obligations are presented as current liabilities in the statement of financial position if the company does not have an unconditional right to defer settlement for at least twelve months after the reporting date, regardless of when the actual settlement is expected to occur. All other long-term employee benefit obligations are presented as non-current liabilities in the statement of financial position.

#### (k) Government grants

Government grants are recognised when there is reasonable certainty that the grant will be received and all grant conditions are met. Grants relating to expense items are recognised as income over the periods necessary to match the grant to the costs they are compensating. Grants relating to depreciable assets are credited to deferred income and are recognised in profit or loss over the period and in the proportions in which depreciation expense on those assets is recognised.

Government grants include amounts received or receivable under the Cash Flow Boost Scheme, which provide temporary subsidies to eligible businesses significantly affected by coronavirus (COVID-19).

#### (l) Comparatives

Where necessary, comparative information has been reclassified and repositioned for consistency with current year disclosures.

The company was incorporated on 16 May 2019 as JobsUnite Limited and changed its name to JobsBank Limited on 15 July 2019. The comparatives refer to the financial period from the date of incorporation to 30 June 2020.

## Note 2: Significant accounting estimates and judgements

#### (a) Revenue and other income

The company derives revenue and other income from a range of activities, including contribution of Government grants. In accordance with Australian Accounting Standards, the company is required to determine whether it is appropriate to recognise revenue and other income in the financial period in which cash or non-cash assets are received or to defer the recognition of revenue and other income until associated obligations and/or conditions are satisfied. In making this judgement, the company considers the guidance outlined in AASB 15 *Revenue from Contracts with Customers* and AASB 1058 *Income of Not-for-Profit Entities* and, in particular, whether the arrangement contains enforceable and sufficiently specific performance obligations. Where the company identifies the existence of enforceable and sufficiently specific performance obligations, or the arrangement requires the company to use the funds received to identified specifications, the recognition of revenue and other income is deferred until the identified obligations are satisfied.

	2021 \$	2020 \$		2021 \$	2020 \$
<b>Note 3: Revenue</b>			<b>Note 8: Property, plant and equipment</b>		
Grant Revenue	<u>4,220,198</u>	<u>4,673,000</u>	<b>Plant and equipment</b>		
			Office equipment at cost	1,371	-
			Accumulated depreciation	<u>(171)</u>	-
				1,200	-
<b>Note 4: Other revenue and other income</b>					
Other revenue			Computer equipment at cost	19,654	16,349
Interest income	<u>651</u>	<u>82</u>	Accumulated depreciation	<u>(6,742)</u>	<u>(2,688)</u>
				12,912	13,661
Government subsidies received			Total plant and equipment	<u>14,112</u>	<u>13,661</u>
Cash flow boost	<u>37,500</u>	<u>62,500</u>	Total property, plant and equipment	<u>14,112</u>	<u>13,661</u>
<b>Note 5: Cash and cash equivalents</b>			<b>(a) Reconciliations</b>		
Cash at bank	6,756,021	3,937,075	Reconciliation of the carrying amounts of property, plant and equipment at the beginning and end of the current financial year		
Cash on deposit	<u>2,010</u>	<u>2,001</u>	<b>Office equipment</b>		
	<u>6,758,031</u>	<u>3,939,076</u>	Opening carrying amount	-	-
			Additions	1,371	-
			Depreciation expense	<u>(171)</u>	-
			Closing carrying amount	<u>1,200</u>	-
<b>Note 6: Receivables</b>					
<b>Current</b>			<b>Computer equipment</b>		
Other receivables	<u>34,063</u>	<u>18,397</u>	Opening carrying amount	13,661	-
			Additions	3,691	16,349
			Depreciation expense	<u>(4,440)</u>	<u>(2,688)</u>
			Closing carrying amount	<u>12,912</u>	<u>13,661</u>
<b>Note 7: Other assets</b>					
Current			<b>Note 9: Payables</b>		
Prepayments	32,407	-	<b>Current</b>		
Rental bond	<u>10,200</u>	<u>7,200</u>	Unsecured liabilities		
	<u>42,607</u>	<u>7,200</u>	Trade creditors	16,163	-
			Sundry creditors and accruals	<u>437,492</u>	<u>95,151</u>
				<u>453,655</u>	<u>95,151</u>

	2021 \$	2020 \$
<b>Note 10: Provisions</b>		
<b>Current</b>		
Employee benefits	(a) <u>44,167</u>	<u>15,130</u>
<b>Non current</b>		
Employee benefits	(a) <u>1,909</u>	<u>1,749</u>
(a) Aggregate employee benefits liability	46,076	16,879

#### Note 11: Other liabilities

<b>Current</b>		
Deferred income	<u>1,802</u>	<u>62,000</u>

#### Note 12: Retained earnings

Retained earnings at beginning of year	3,804,304	-
Net surplus	<u>2,542,976</u>	<u>3,804,304</u>
Retained earnings at the end of the financial year	<u>6,347,280</u>	<u>3,804,304</u>

#### Note 13: Events subsequent to reporting date

On 11 March 2020 the World Health Organisation declared an ongoing global outbreak of a novel coronavirus ('COVID-19') as a pandemic.

During the financial year and subsequent to reporting date, the pandemic and the Australian Government response to the pandemic continues to inhibit general activity levels within the community and economy.

Except for COVID-19 and subsequent government actions as stated, the impact of which on the company cannot be determined with certainty at this time, there has been no further matters or circumstances, which has arisen since 30 June 2021 which has significantly affected or which may significantly affect:

- (a) the operations, in financial years subsequent to 30 June 2021, of the company, or

- (b) the results of those operations, or  
(c) the state of affairs, in financial years subsequent to 30 June 2021, of the company.

#### Note 14: Members' guarantee

The company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute to a maximum of \$10 each towards meeting any outstandings and obligations of the company. At 30 June 2021 the number of members was 6. The combined total amount that members of the company are liable to contribute if the company is wound up is \$60.

#### Note 15: Accounting standards issued but not yet effective

The AASB has issued a number of new and amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods, some of which are relevant to the company. The company has decided not to early adopt any of these new and amended pronouncements. The company's assessment of the new and amended pronouncements that are relevant to the company but applicable in future reporting periods is set out below.

#### AASB 1060: General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities (applicable for annual reporting periods commencing on or after 1 July 2021)

AASB 1060 sets out a new, separate disclosure standard to be applied by all entities that are preparing general purpose financial statements and elect to apply the Tier 2 reporting requirements under AASB 1053 *Application of Tiers of Australian Accounting Standards*. This standard will replace the current Reduced Disclosure Regime framework and will only impact disclosures and not recognition and measurement requirements of the entity.

AASB 1060 mandatorily applies to annual reporting periods commencing on or after 1 July 2021 and will be first applied by the company in the financial year commencing 1 July 2021.

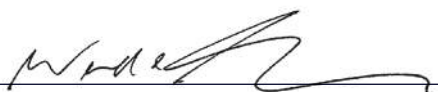
The adoption of this standard is not expected to have on initial application a material impact on the company's financial statements.

## Directors' declaration

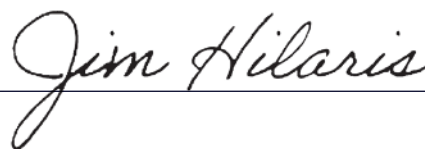
**The directors declare that:**

1. there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
2. 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*.



**Wade Noonan**  
Director



**Jim Hilaris**  
Director

Dated this Friday the 15<sup>th</sup> of October 2021



# Independent Auditor's Report to the Members of Jobsbank Limited

## Report on the Audit of the Financial Report

### Opinion

We have audited the financial report of JobsBank Limited, "the Company", which comprises the statement of financial position as at 30 June 2021, 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 accompanying financial report of JobsBank Limited, is 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 30 June 2021 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards - Reduced Disclosure Requirements 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 are independent of the Company in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* "ACNC Act" and 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. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### 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 30 June 2021, 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 Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the ACNC Act and for such internal control as management determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

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

Those charged with governance are responsible for overseeing the Company's financial reporting process.

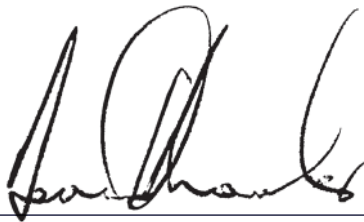
### Auditor's Responsibilities for the Audit of the Financial Report

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 the 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 this 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.
- 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.



**D A Knowles**  
Partner

18 October 2021



**Pitcher Partners**  
Melbourne



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“Undertaking the social procurement maturity assessment with Jobsbank highlighted to us what we are already doing well and where and how we can grow and to do better.”

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Romando Nascarella  
Director, Devco



It's not a stretch to imagine that one day soon, social procurement will be as integral to Victoria as laneway cafes. Photo by Peter Tarasiuk.

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“Jewish Care Victoria is partnering with Jobbank because we are committed to providing inclusive employment in aged care, disability and in-home care. We have co-designed an innovative pilot to uncover hidden talent and place people in meaningful and sustainable employment.”

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**Melissa Donald**

General Manager People & Culture, Jewish Care Victoria

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Published by Jobbank  
Design by Raft  
Published October 2021

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